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ABSTRACT

This report is the fifth in a series covering salary schedules used in 2-year institutions. The salary schedules reported in this study cover 49,271 full-time faculty members. They represent 62.7 percent of total full-time faculty in 2-year colleges in 1971-72. The first section of this report contains an overview of the major types of salary schedules being used by the 499 public and 38 nonpublic 2-year colleges, followed by detailed reviews of scheduled minimum and maximum salaries, increment structures, and salaries scheduled state-wide. The next section provides a listing by institution of scheduled minimum and maximum salaries and numbers of increments for those institutions not withholding permission for the publishing of these data. The last section provides examples of some schedules containing provisions for recognizing several components of faculty merit. The unit of information in this report is the institution, rather than the individual faculty member. Thus, when information is interpreted to apply to faculty personnel, it should be weighted toward conditions in the large institutions. (Author/CK)

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RESEARCH REPORT 1972-R9

# Faculty Salary Schedules in Community-Junior Colleges, 1971-72

JC 730 014

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Research Report 1972-R9: *FACULTY SALARY SCHEDULES IN COMMUNITY-JUNIOR COLLEGES, 1971-72*

Project Director: WILLIAM S. GRAYBEAL

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## FOREWORD

THIS REPORT, *Faculty Salary Schedules in Community-Junior Colleges, 1971-72,* reviews current salary scheduling practices in a rapidly expanding segment of American education. The salary schedule materials of these institutions vary widely in format and coverage of the policies which, in turn, differ widely in scope and structure. The user of these data should be aware of the limitations described in the report and take them into consideration when making interpretations.

This report provides useful information about salary schedules, national status and trends in scheduled salaries, seven examples of the texts of salary schedules containing provisions for recognizing several aspects of faculty merit, and identification of scheduled minimum and maximum salaries in each 2-year institution. The examples are included only for illustration; no endorsement or approval of the schedules or policies by the National Education Association or by NEA Research is implied.

Periodically as the data were being received and processed, advance reports of levels and trends in salaries scheduled for 1972-73 as well as for 1971-72 by individual institutions were sent to higher education leaders in NEA affiliated associations.

NEA Research is grateful to the institutions that provided the basic data for this study, and expresses its special appreciation to the seven selected institutions that gave permission to have their salary schedules and policies reproduced in this report.

This study was prepared by William S. Graybeal, Assistant Director, with the assistance of various units of NEA Research.

GLEN ROBINSON
Director of Research

## INTRODUCTION

THIS REPORT is the fifth in a series covering salary schedules used in 2-year institutions. (Salary schedules of 4-year institutions are reported in a separate study.) The information given here is derived from the salary schedules supplied by the 2-year colleges in connection with the 1971-72 survey of salaries paid and salary-related practices in higher education.

The salary schedules reported in this study cover 49,271 full-time faculty members. They represent 62.7 percent of total full-time faculty in 2-year colleges in 1971-72.

The first section of this report contains an overview of the major types of salary schedules being used by the 499 public and 38 nonpublic 2-year colleges, followed by detailed reviews of scheduled minimum and maximum salaries, increment structures, and salaries scheduled state-wide. The next section provides a listing by institution, of scheduled minimum and maximum salaries and numbers of increments for those institutions not withholding permission for the publishing of these data. The last section provides examples of some schedules containing provisions for recognizing several components of faculty merit.

In the 1971-72 survey questionnaire the salary schedule was defined as an officially adopted schedule which designates minimum and maximum salaries for each rank, and generally also designates the number and amounts of salary increments for faculty members of each rank. Materials forwarded by some institutions were not used in this report because they did not identify the minimum and maximum salaries for at least two preparation levels or ranks.

Some of the 2-year institutions whose salary schedules are summarized in this report are not among those responding to the questionnaire. Schedules from these institutions have been included in this report for the following reasons: (a) The institution is covered by a state-wide schedule which has been included in this study. (b) The institution is a part of a community college district for which a salary schedule has been received. (c) Institutions not responding to the questionnaire had reported their salary schedules in earlier editions of this series and sent the 1971-72 schedule upon request.

### The Schedules

The scheduled salaries in 2-year institutions are structured on levels of academic preparation completed or faculty ranks, or both. As shown below, two-thirds of the public institutions (356 of 499 institutions) base scheduled faculty salaries upon level of educational preparation. The four most widely used levels (bachelor's degree, master's degree, master's degree plus one year, and doctor's degree) are reviewed throughout this report. The use of academic preparation as the base for scheduled salaries is most prevalent among the largest public 2-year institutions.

The following is a percentage distribution of 2-year institutions by the base of their salary schedules with the information grouped by size of institutional enrollment:

| | Schedule based on | | | |
|---|---|---|---|---|
| | | | Total[a] | |
| Enrollment | Preparation level | Faculty rank | Number | Percent |
| Under 1,000 . . . | 67.0 | 41.8 | 194 | 108.8 |
| 1,000 to 1,999 . | 74.1 | 33.3 | 135 | 107.4 |
| 2,000 or more . | 74.1 | 32.4 | 170 | 106.5 |
| All institutions . . . . . | 71.3 | 36.3 | 499 | 107.6 |

[a]The total number of salary schedules is smaller than the sum of the schedules based on preparation and on faculty rank because 38 schedules use *both* of these structures (17 in institutions enrolling under 1,000; 10 in institutions enrolling 1,000 to 1,999; and 11 in institutions enrolling 2,000 or more.)

The schedules of 38 public institutions contain a structure which provides for minimum and maximum salaries for both the level of educational preparation and faculty rank. Almost one-half of these dual structured schedules are found in the smallest institutions.

Of the 42 nonpublic 2-year institution schedules in this summary, half use faculty rank as the basis for the salary schedule.

Regional distributions of the 2-year institutions by control, size, and basis for salary scheduling are provided in Table 1. More than one-third of all 2-year institutions having salary schedules are in the West. Two-fifths of the public institutions having salary schedules are in the West, but this region contains the smallest percentage (2.4 percent) of the nonpublic institutions having schedules. Public institutions having schedules based on academic preparation are largely in the West, and to a lesser extent, in the middle states. Public institutions having schedules based on faculty rank are clustered heavily in the Northeast. More than one-third of the nonpublic 2-year institutions having salary schedules are also in the Northeast.

The summary below shows that the distribution of public 2-year institutions by size of enrollment is somewhat different for institutions basing their schedules on academic preparation from that of institutions basing their salary schedules on faculty rank. A larger percent of the institutions basing their schedules on faculty rank enroll under 1,000 students. It also shows that more than three-fifths of the faculty are employed in the large institutions which comprise about one-third of the total group.

The unit of information in this report is the *institution*, rather than the *individual faculty member*. Thus, when information is interpreted to apply to faculty personnel, it should be weighted toward conditions in the large institutions.

The schedules of 22.2 percent of the public 2-year institutions in eight states are part of a state-wide salary schedule which appears to apply to all public 2-year colleges within a state. Additional states may have such state-wide policies, but these were not obvious from the individual schedules analyzed.

| Institution group by enrollment | Institutions | | Faculty | |
|---|---|---|---|---|
| | Number | Percent | Number | Percent |
| **SCHEDULE BASED ON ACADEMIC PREPARATION** | | | | |
| Under 1,000 .... | 130 | 36.5 | 4,318 | 14.0 |
| 1,000-1,999 ..... | 100 | 28.1 | 7,229 | 23.5 |
| 2,000 or more ... | 126 | 35.4 | 19,222 | 62.5 |
| Total ..... | 356 | 100.0 | 30,769 | 100.0 |
| **SCHEDULE BASED ON FACULTY RANK** | | | | |
| Under 1,000 .... | 81 | 44.7 | 2,321 | 13.3 |
| 1,000-1,999 ..... | 45 | 24.9 | 3,618 | 20.7 |
| 2,000 or more ... | 55 | 30.4 | 11,528 | 66.0 |
| Total ..... | 181 | 100.0 | 17,467 | 100.0 |

TABLE 1. -- REGIONAL DISTRIBUTION OF 2-YEAR INSTITUTIONS HAVING SALARY SCHEDULES, BY CONTROL AND BY BASIS OF SCHEDULED SALARIES

| REGION[a] | PERCENT OF INSTITUTIONS | | | | | | |
|---|---|---|---|---|---|---|---|
| | SALARY SCHEDULE BASED ON ACADEMIC PREPARATION | | SALARY SCHEDULE BASED ON FACULTY RANK | | TOTAL | | GRAND TOTAL |
| | PUBLIC | NONPUBLIC | PUBLIC | NONPUBLIC | PUBLIC | NONPUBLIC | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| NORTHEAST ..... | 2.0 | 19.0 | 51.4 | 52.4 | 18.6 | 35.7 | 19.9 |
| SOUTHEAST ..... | 17.7 | 38.1 | 24.9 | 23.8 | 20.1 | 31.0 | 20.9 |
| MIDDLE ..... | 28.4 | 42.9 | 13.3 | 19.0 | 23.3 | 31.0 | 23.8 |
| WEST ..... | 52.0 | ... | 10.5 | 4.8 | 38.0 | 2.4 | 35.4 |
| TOTAL PERCENT ..... | 100.1 | 100.0 | 100.1 | 100.0 | 100.0 | 100.1 | 100.0 |
| NUMBER REPORTING ..... | 356 | 21 | 181 | 21 | 537[b] | 42[b] | 579[b] |

[a]NORTHEAST: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont. SOUTHEAST: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia. MIDDLE: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin. WEST: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oklahoma, Oregon, Texas, Utah, Washington, Wyoming.

[b]Includes 38 public institutions and 4 nonpublic institutions counted twice because their schedules are based on both academic preparation and faculty rank.

## I. SCHEDULED MINIMUM AND MAXIMUM SALARIES

THIS SECTION reviews institutional data by control of the institution and the base of the salary schedule. In addition to reporting the levels of scheduled salaries in 1971-72, the summaries show the trends in the levels of scheduled salaries and selected characteristics of the structure of scheduled minimum and maximum salaries in 1971-72.

### Academic Preparation

Scheduled minimum and maximum salaries in public 2-year institutions basing their schedules on educational preparation are summarized in Table 2. The mean scheduled salaries and the percentages of increase from 1970-71 to 1971-72 in public institutions which structure salary schedules by academic preparation are as follows:

| Academic preparation | Mean scheduled salary, 1970-71 | Percent increase over 1969-70 |
|---|---|---|
| MINIMUM SALARIES | | |
| Bachelor's degree . | $ 7,531 | 2.1 |
| Master's degree ... | 8,374 | 2.8 |
| 6 years ..... | 9,194 | 2.9 |
| Doctor's degree ... | 10,408 | 2.1 |
| MAXIMUM SALARIES | | |
| Bachelor's degree . | $11,253 | 1.9 |
| Master's degree ... | 12,612 | 2.7 |
| 6 years ..... | 13,890 | 2.7 |
| Doctor's degree ... | 15,541 | 2.7 |

For each level of academic preparation the mean of the scheduled salaries in small institutions is smaller than those in large institutions. This may be a function of institution location as well as of size.

All but three of these 356 schedules (99.2 percent) provide minimum and maximum salaries for the master's degree: 78.8 percent do so for the bachelor's degree; 93.3 percent for the 6-year level; and 84.8 percent for the doctor's degree.

The summary in Table 3 shows that the percentage increase for 1971-72 in mean scheduled minimum and maximum salaries of all reporting public 2-year institutions is the smallest in this series of surveys. (The first period shown, 1965-66 to 1967-68, reflects a two-year change.)

Percentage increases in mean *minimum* scheduled salaries for the entire six-year period, 1965-66 to 1971-72, varied from a low of 37.1 percent for the bachelor's degree to a high of 43.6 percent for the doctorate. The following are the percentages of increase for the period showing the improvement in mean *maximum* scheduled salaries: 42.6 percent increase for the bachelor's degree; 40.6 percent for the master's degree; 41.8 percent for six-years' preparation; and 44.3 percent for the doctorate.

The summary of data for institutions grouped by size of enrollment shows that for 1971-72 the largest institutions had larger percentages of increase in mean scheduled salaries than is observed in the small and medium-size institutions. This is a reverse of the pattern between 1969-70 and 1970-71 in which the smallest percentage increases were observed in the large institutions.

The mean scheduled minimum and maximum salaries in 254 public 2-year institutions reporting for *both* 1970-71 and 1971-72 are summarized by size of institution in Table 4. The mean scheduled salaries and the percentages of increase from 1970-71 to 1971-72 in these institutions are:

| Academic preparation | Institutions reporting both years: Mean scheduled salary, 1971-72 | Institutions reporting both years: Percent increase over 1970-71 |
|---|---|---|
| MINIMUM SALARIES | | |
| Bachelor's degree . . | $ 7,654 | 3.6 |
| Master's degree ... | 8,433 | 3.4 |
| 6 years ..... | 9,250 | 3.4 |
| Doctor's degree ... | 10,556 | 3.5 |
| MAXIMUM SALARIES | | |
| Bachelor's degree . . | $11,487 | 3.7 |
| Master's degree ... | 12,724 | 3.3 |
| 6 years ..... | 14,021 | 3.5 |
| Doctor's degree ... | 15,674 | 3.6 |

The relationship of the 1971-72 minimum and maximum scheduled salaries at each of the four preparation levels to the scheduled minimum salary for the master's degree was estimated through use of mean scheduled salaries, as shown below. Differences in the numbers of institutions providing separate salary scales for each of these preparation levels reduce the precision of the ratio estimates.

| Academic preparation | Ratio of mean salary to mean minimum salary for master's degree (M.A. = 1.00) |
|---|---|
| **MIMIMUM SALARIES** | |
| Bachelor's degree . . . | .90 |
| Master's degree . . . . | 1.00 |
| 6 years . . . . . | 1.10 |
| Doctor's degree . . . . | 1.24 |
| **MAXIMUM SALARIES** | |
| Bachelor's degree . . . | 1.34 |
| Master's degree . . . . | 1.51 |
| 6 years . . . . . | 1.66 |
| Doctor's degree . . . . | 1.86 |

**Faculty Rank**

Scheduled salaries for 1971-72 in public 2-year institutions structuring their schedules on faculty rank are summarized in Table 5. The mean scheduled salaries and the percentages of increase in public institutions which base salary schedules upon faculty rank are as follows:

| Faculty Rank | Mean scheduled salary, 1971-72 | Percent increase over 1970-71 |
|---|---|---|
| **MINIMUM SALARIES** | | |
| Instructor . . . . . | $ 8,172 | 0.7 |
| Assistant professor | 9,615 | 1.1 |
| Associate professor | 11,459 | 1.7 |
| Professor . . . . . | 13,568 | 2.2 |
| **MAXIMUM SALARIES** | | |
| Instructor . . . . . | $11,803 | 3.6 |
| Assistant professor | 13,872 | 3.0 |
| Associate professor | 16,240 | 2.8 |
| Professor . . . . . | 19,169 | 3.7 |

The means of scheduled salaries are related positively to institution size groupings at all ranks.

All but one of these 181 schedules provide minimum and maximum salaries for assistant and associate professor; 179 provide them for instructor; 176 schedule minimum salaries for professors and 171 schedules show maximum salaries for professors.

Table 6 summarizes the changes shown in data reported since 1965-66 in the mean scheduled minimum and maximum salaries for public 2-year institutions basing their schedules on faculty rank. The summary shows that the percentage of change for means of scheduled minimum salaries in the total group of institutions is typically not half as large in 1971-72 as in preceeding years.

The small number of institutions in each size group, and the reporting of data for only one year by some institutions contribute to the wide variations in the percentage change among institutions grouped by size. The percentages of increases in scheduled minimum salaries in 1971-72 are lowest in the small institutions, and are generally highest in the large institutions. The percentages of increase in scheduled maximum salaries are largest among the medium-size institutions and smallest among the large institutions.

The percentage increases over the total six-year period are larger with each higher rank for both scheduled minimum and scheduled maximum salares. The five-year percentages of increase range from a low of 37.9 percent for scheduled minimum salaries for instructors to a high of 51.3 percent for scheduled maximum salaries for professors.

The mean scheduled salaries in 1971-72 and percentages of increase from 1970-71 to 1971-72 in 146 public institutions which reported data for *both* years are given in Table 7 by size of institution and summarized as follows:

| Faculty rank | Mean scheduled salary, 1971-72 | Percent increase over 1970-71 |
|---|---|---|
| **MINIMUM SALARIES** | | |
| Instructor . . . . . | $ 8,364 | 2.9 |
| Assistant professor | 9,859 | 2.8 |
| Associate professor | 11,750 | 3.5 |
| Professor . . . . . | 13,861 | 3.9 |
| **MAXIMUM SALARIES** | | |
| Instructor . . . . . | $11,924 | 4.6 |
| Assistant professor | 14,108 | 4.9 |
| Associate professor | 16,585 | 4.7 |
| Professor . . . . . | 19,497 | 5.3 |

**State-wide Schedules for Public Institutions**

Listed in Table 8 are the scheduled minimum and maximum salaries in those states which have been identified as having a state-wide salary schedule for state-supported institutions. These schedules apply to 111 institutions, 22.2 percent of all public 2-year institutions.

**Nonpublic institutions**

Summaries of the scheduled minimum and maximum salaries in the 38 nonpublic 2-year institutions are provided in Tables 9 and 10. The mean scheduled salaries vary from 9.5 percent to 27.9 percent lower than the mean scheduled salaries in the public institutions enrolling fewer than 1,000 students. The greatest differences are found in scheduled maximum salaries for both educational preparation and academic rank.

Tables 11 and 12 provide a summary of mean scheduled salaries in nonpublic institutions for each of the past four years. With the exception of salaries scheduled for the doctor's degree the mean scheduled salaries are lower for 1971-72 than for 1970-71. The percentages of increase in mean scheduled salaries for nonpublic institutions reporting in both 1970-71 and 1971-72 are shown in Tables 13 and 14.

TABLE 2. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY ENROLLMENT AND PREPARATION LEVEL, 1971-72

| LEVEL OF PREPARATION AND ENROLLMENT | NUMBER OF INSTITUTIONS | SCHEDULED SALARIES | | | | |
|---|---|---|---|---|---|---|
| | | LOW | FIRST QUARTILE | MEDIAN | MEAN | THIRD QUARTILE | HIGH |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| **MINIMUM SALARIES** | | | | | | | |
| BACHELOR'S DEGREE | | | | | | | |
| ENROLLMENT UNDER 1,000 .... | 95 | 5,076 | 6,381 | 6,955 | 6,997 | 7,500 | 8,957 |
| ENROLLMENT 1,000-1,999 .... | 70 | 5,200 | 6,791 | 7,435 | 7,437 | 8,006 | 9,181 |
| ENROLLMENT 2,000 AND OVER . | 87 | 5,200 | 7,600 | 8,480 | 8,190 | 8,710 | 10,200 |
| TOTAL ..... | 252 | 5,076 | 6,955 | 7,521 | 7,531 | 8,354 | 10,200 |
| MASTER'S DEGREE | | | | | | | |
| ENROLLMENT UNDER 1,000 .... | 130 | 5,832 | 7,350 | 7,775 | 7,941 | 8,460 | 10,332 |
| ENROLLMENT 1,000-1,999 .... | 100 | 6,300 | 7,700 | 8,230 | 8,219 | 8,700 | 9,737 |
| ENROLLMENT 2,000 AND OVER . | 123 | 6,300 | 8,337 | 9,065 | 8,958 | 9,665 | 10,996 |
| TOTAL ..... | 353 | 5,832 | 7,700 | 8,295 | 8,374 | 9,100 | 10,996 |
| SIX YEARS | | | | | | | |
| ENROLLMENT UNDER 1,000 .... | 117 | 6,048 | 7,975 | 8,600 | 8,702 | 9,400 | 11,740 |
| ENROLLMENT 1,000-1,999 .... | 94 | 6,800 | 8,375 | 8,970 | 9,004 | 9,691 | 10,730 |
| ENROLLMENT 2,000 AND OVER . | 121 | 6,800 | 9,177 | 9,952 | 9,816 | 10,565 | 11,644 |
| TOTAL ..... | 332 | 6,048 | 8,465 | 9,091 | 9,194 | 10,017 | 11,740 |
| DOCTOR'S DEGREE | | | | | | | |
| ENROLLMENT UNDER 1,000 .... | 94 | 6,804 | 8,800 | 9,930 | 9,793 | 10,597 | 12,540 |
| ENROLLMENT 1,000-1,999 .... | 87 | 7,700 | 9,400 | 10,000 | 10,138 | 11,057 | 12,859 |
| ENROLLMENT 2,000 AND OVER . | 121 | 8,000 | 10,316 | 11,297 | 11,081 | 11,918 | 14,700 |
| TOTAL ..... | 302 | 6,804 | 9,438 | 10,350 | 10,408 | 11,410 | 14,700 |
| **MAXIMUM SALARIES** | | | | | | | |
| BACHELOR'S DEGREE | | | | | | | |
| ENROLLMENT UNDER 1,000 .... | 95 | 5,976 | 8,510 | 10,600 | 10,377 | 12,149 | 14,506 |
| ENROLLMENT 1,000-1,999 .... | 70 | 6,790 | 9,280 | 11,088 | 10,985 | 13,044 | 14,385 |
| ENROLLMENT 2,000 AND OVER . | 87 | 7,875 | 11,600 | 12,660 | 12,427 | 13,430 | 19,000 |
| TOTAL ..... | 252 | 5,976 | 9,500 | 11,765 | 11,253 | 13,102 | 19,000 |
| MASTER'S DEGREE | | | | | | | |
| ENROLLMENT UNDER 1,000 .... | 130 | 6,032 | 9,758 | 11,860 | 11,807 | 13,500 | 15,950 |
| ENROLLMENT 1,000-1,999 .... | 100 | 7,776 | 10,215 | 12,220 | 12,152 | 14,054 | 16,500 |
| ENROLLMENT 2,000 AND OVER . | 123 | 8,500 | 12,981 | 14,208 | 13,837 | 15,013 | 19,000 |
| TOTAL ..... | 353 | 6,032 | 10,900 | 13,100 | 12,612 | 14,407 | 19,000 |
| SIX YEARS | | | | | | | |
| ENROLLMENT UNDER 1,000 .... | 116 | 7,248 | 10,831 | 13,089 | 12,958 | 15,454 | 17,024 |
| ENROLLMENT 1,000-1,999 .... | 94 | 8,580 | 11,188 | 13,471 | 13,372 | 15,225 | 18,310 |
| ENROLLMENT 2,000 AND OVER . | 121 | 9,000 | 13,665 | 15,532 | 15,185 | 16,532 | 21,050 |
| TOTAL ..... | 331 | 7,248 | 12,141 | 14,220 | 13,890 | 15,683 | 21,050 |
| DOCTOR'S DEGREE | | | | | | | |
| ENROLLMENT UNDER 1,000 .... | 94 | 8,304 | 11,975 | 14,275 | 14,192 | 16,577 | 19,498 |
| ENROLLMENT 1,000-1,999 .... | 86 | 9,500 | 12,793 | 15,433 | 15,005 | 17,202 | 20,770 |
| ENROLLMENT 2,000 AND OVER . | 121 | 9,500 | 16,220 | 17,401 | 16,971 | 18,050 | 23,900 |
| TOTAL ..... | 301 | 8,304 | 13,322 | 16,220 | 15,541 | 17,528 | 23,900 |

FIGURE I

MEDIAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION AND FACULTY RANK, 1971-72

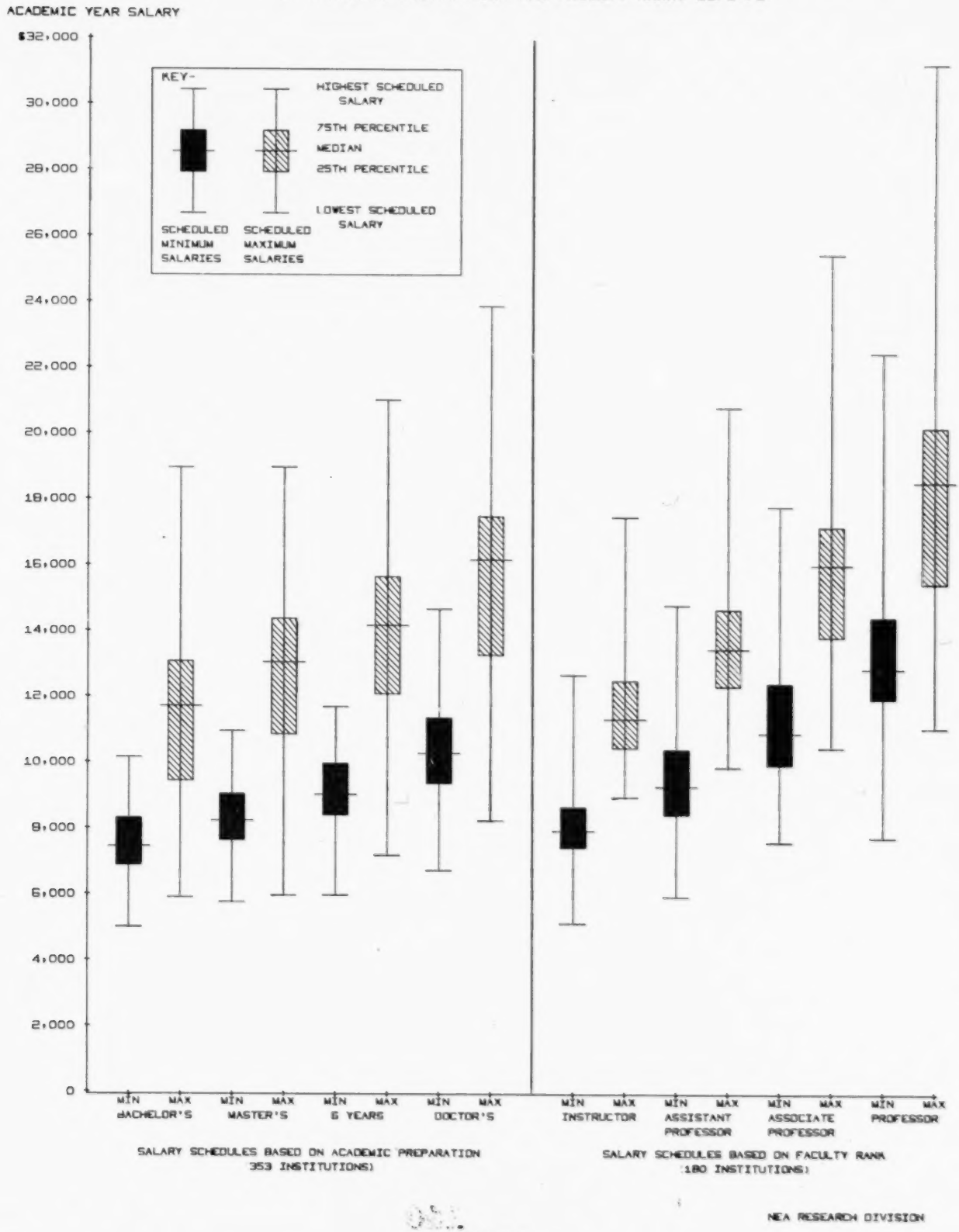

TABLE 3.–MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND ACADEMIC PREPARATION, AND ANNUAL PERCENT OF INCREASE, 1965-66 TO 1971-72

| Enrollment (by academic year) | Number of institutions[a] | Bachelor's degree | | Master's degree | | Six years | | Doctor's degree | |
|---|---|---|---|---|---|---|---|---|---|
| | | Mean scheduled salary | Percent increase over previous year | Mean scheduled salary | Percent increase over previous year | Mean scheduled salary | Percent increase over previous year | Mean scheduled salary | Percent increase over Previous year |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| | | | | MINIMUM SALARIES | | | | | |
| ALL INSTITUTIONS | | | | | | | | | |
| 1965-66 | 182 | $ 5,492 | ... | $ 6,023 | ... | $ 6,535 | ... | $ 7,246 | ... |
| 1967-68 | 221 | 6,096 | 11.0 | 6,744 | 12.0 | 7,380 | 12.9 | 8,380 | 15.7 |
| 1968-69 | 310 | 6,395 | 4.9 | 7,076 | 4.9 | 7,908 | 7.2 | 8,800 | 5.0 |
| 1969-70 | 315 | 7,075 | 10.6 | 7,767 | 9.8 | 8,541 | 8.0 | 9,674 | 9.9 |
| 1970-71 | 277 | 7,377 | 4.3 | 8,147 | 4.9 | 8,939 | 4.7 | 10,198 | 5.4 |
| 1971-72 | 356 | 7,531 | 2.1 | 8,374 | 2.8 | 9,194 | 2.9 | 10,408 | 2.1 |
| ENROLLMENT UNDER 1,000 | | | | | | | | | |
| 1965-66 | 91 | 5,189 | ... | 5,793 | ... | 6,248 | ... | 6,915 | ... |
| 1967-68 | 101 | 5,674 | 9.4 | 6,425 | 10.9 | 7,004 | 12.1 | 7,966 | 15.2 |
| 1968-69 | 127 | 5,694 | 0.4 | 6,528 | 1.6 | 7,262 | 3.7 | 8,046 | 1.0 |
| 1969-70 | 136 | 6,640 | 16.6 | 7,412 | 13.5 | 8,138 | 12.1 | 9,256 | 15.0 |
| 1970-71 | 128 | 6,981 | 5.1 | 7,804 | 5.3 | 8,539 | 4.9 | 9,724 | 5.1 |
| 1971-72 | 130 | 6,997 | 0.2 | 7,941 | 1.8 | 8,702 | 1.9 | 9,793 | 0.7 |
| ENROLLMENT 1,000 TO 1,999 | | | | | | | | | |
| 1965-66 | 48 | 5,478 | ... | 5,990 | ... | 6,503 | ... | 7,217 | ... |
| 1967-68 | 52 | 6,133 | 12.0 | 6,707 | 12.0 | 7,361 | 13.2 | 8,395 | 16.3 |
| 1968-69 | 69 | 6,418 | 4.7 | 7,037 | 4.9 | 7,798 | 5.9 | 8,789 | 4.7 |
| 1969-70 | 83 | 7,066 | 10.1 | 7,761 | 10.3 | 8,537 | 9.5 | 9,578 | 9.0 |
| 1970-71 | 66 | 7,496 | 6.1 | 8,201 | 5.7 | 9,019 | 5.6 | 10,241 | 6.9 |
| 1971-72 | 100 | 7,437 | −0.8 | 8,219 | 0.2 | 9,004 | −0.2 | 10,138 | −1.0 |
| ENROLLMENT 2,000 AND OVER | | | | | | | | | |
| 1965-66 | 43 | 5,990 | ... | 6,547 | ... | 7,095 | ... | 7,816 | ... |
| 1967-68 | 68 | 6,629 | 10.7 | 7,246 | 10.7 | 7,888 | 11.2 | 8,791 | 12.5 |
| 1968-69 | 114 | 7,084 | 6.9 | 7,710 | 6.4 | 8,443 | 7.0 | 9,418 | 7.1 |
| 1969-70 | 96 | 7,617 | 7.5 | 8,275 | 7.3 | 9,096 | 7.7 | 10,177 | 8.1 |
| 1970-71 | 83 | 7,920 | 4.0 | 8,662 | 4.7 | 9,462 | 4.0 | 10,740 | 5.5 |
| 1971-72 | 126 | 8,190 | 3.4 | 8,958 | 3.4 | 9,816 | 3.7 | 11,081 | 3.2 |

TABLE 3.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND ACADEMIC PREPARATION, AND ANNUAL PERCENT OF INCREASE, 1965-66 TO 1971-72 (Continued)

| Enrollment (by academic year) | Number of institutions[a] | Bachelor's degree | | Master's degree | | Six years | | Doctor's degree | |
|---|---|---|---|---|---|---|---|---|---|
| | | Mean scheduled salary | Percent increase over previous year | Mean scheduled salary | Percent increase over previous year | Mean scheduled salary | Percent increase over previous year | Mean scheduled salary | Percent increase over previous year |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| | | | | MAXIMUM SALARIES | | | | | |
| ALL INSTITUTIONS | | | | | | | | | |
| 1965-66 | 182 | 7,889 | ... | 8,971 | ... | 9,795 | ... | 10,769 | ... |
| 1967-68 | 221 | 8,850 | 12.2 | 10,031 | 11.8 | 11,142 | 13.8 | 12,202 | 13.3 |
| 1968-69 | 310 | 9,151 | 3.4 | 10,484 | 4.5 | 11,892 | 6.7 | 12,760 | 4.6 |
| 1969-70 | 315 | 10,442 | 14.1 | 11,568 | 10.3 | 12,764 | 7.3 | 14,088 | 10.4 |
| 1970-71 | 277 | 11,042 | 5.7 | 12,284 | 6.2 | 13,531 | 6.0 | 15,129 | 7.4 |
| 1971-72 | 356 | 11,253 | 1.9 | 12,612 | 2.7 | 13,890 | 2.7 | 15,541 | 2.7 |
| ENROLLMENT UNDER 1,000 | | | | | | | | | |
| 1965-66 | 91 | 7,273 | ... | 8,467 | ... | 9,203 | ... | 10,202 | ... |
| 1967-68 | 101 | 7,932 | 9.1 | 9,323 | 10.3 | 10,466 | 13.7 | 11,064 | 8.5 |
| 1968-69 | 127 | 7,920 | −0.1 | 9,509 | 2.0 | 10,913 | 4.3 | 11,032 | −0.3 |
| 1969-70 | 136 | 9,617 | 21.4 | 10,764 | 13.2 | 11,928 | 9.3 | 12,899 | 16.9 |
| 1970-71 | 128 | 10,096 | 5.0 | 11,486 | 6.7 | 12,761 | 7.0 | 14,241 | 10.4 |
| 1971-72 | 130 | 10,377 | 2.8 | 11,807 | 2.8 | 12,958 | 1.5 | 14,192 | −0.3 |
| ENROLLMENT 1,000 TO 1,999 | | | | | | | | | |
| 1965-66 | 48 | 7,978 | ... | 8,854 | ... | 9,686 | ... | 10,553 | ... |
| 1967-68 | 52 | 9,001 | 12.8 | 9,954 | 12.4 | 11,045 | 14.0 | 12,388 | 17.4 |
| 1968-69 | 69 | 8,989 | −0.1 | 10,163 | 2.1 | 11,380 | 3.0 | 12,606 | 1.8 |
| 1969-70 | 83 | 10,354 | 15.2 | 11,596 | 14.1 | 12,885 | 13.2 | 14,151 | 12.3 |
| 1970-71 | 66 | 11,727 | 13.3 | 12,556 | 8.3 | 13,761 | 6.8 | 15,066 | 6.5 |
| 1971-72 | 100 | 10,985 | −6.3 | 12,152 | −3.2 | 13,372 | −2.8 | 15,005 | −0.4 |
| ENROLLMENT 2,000 AND OVER | | | | | | | | | |
| 1965-66 | 43 | 9,074 | ... | 10,167 | ... | 10,992 | ... | 11,908 | ... |
| 1967-68 | 68 | 9,964 | 9.8 | 11,141 | 9.6 | 12,100 | 10.1 | 13,232 | 11.1 |
| 1968-69 | 114 | 10,468 | 5.1 | 11,764 | 5.6 | 12,901 | 6.6 | 14,247 | 7.7 |
| 1969-70 | 96 | 11,522 | 10.1 | 12,682 | 7.8 | 13,804 | 7.0 | 15,264 | 7.1 |
| 1970-71 | 83 | 12,013 | 4.3 | 13,363 | 5.4 | 14,478 | 4.9 | 16,250 | 6.5 |
| 1971-72 | 126 | 12,427 | 3.4 | 13,837 | 3.5 | 15,185 | 4.9 | 16,971 | 4.4 |

[a]Some institutions do not maintain scheduled salaries for all levels of preparation.

**TABLE 4.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND ACADEMIC PREPARATION, AND PERCENT OF INCREASE, 1970-71 AND 1971-72**

**(Institutions reporting for both 1970-71 and 1971-72)**

| Enrollment (by academic year) | Number of institutions[a] | Level of academic preparation | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | Bachelor's degree | | Master's degree | | Six years | | Doctor's degree | |
| | | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| ALL REPORTING INSTITUTIONS | | | | | | | | | |
| 1970-71 | 254 | $7,389 | $11,080 | $8,159 | $12,316 | $8,945 | $13,553 | $10,196 | $15,127 |
| 1971-72 | 254 | 7,654 | 11,487 | 8,433 | 12,724 | 9,250 | 14,021 | 10,556 | 15,674 |
| Percent increase | | 3.6 | 3.7 | 3.4 | 3.3 | 3.4 | 3.5 | 3.5 | 3.6 |
| ENROLLMENT UNDER 1,000 | | | | | | | | | |
| 1970-71 | 90 | $6,865 | $10,056 | $7,745 | $11,464 | $8,467 | $12,658 | $9,629 | $13,812 |
| 1971-72 | 90 | 7,140 | 10,472 | 7,986 | 11,862 | 8,742 | 13,084 | 9,904 | 14,189 |
| Percent increase | | 4.0 | 4.1 | 3.1 | 3.5 | 3.2 | 3.4 | 2.9 | 2.7 |
| ENROLLMENT 1,000-1,999 | | | | | | | | | |
| 1970-71 | 77 | $7,253 | $10,940 | $8,004 | $12,010 | $8,757 | $13,162 | $ 9,845 | $14,583 |
| 1971-72 | 77 | 7,488 | 11,244 | 8,276 | 12,350 | 9,067 | 13,543 | 10,299 | 15,211 |
| Percent increase | | 3.2 | 2.8 | 3.4 | 2.8 | 3.5 | 2.9 | 4.6 | 4.3 |
| ENROLLMENT 2,000 AND OVER | | | | | | | | | |
| 1970-71 | 87 | $8,049 | $12,259 | $8,737 | $13,496 | $9,542 | $14,705 | $10,879 | $16,495 |
| 1971-72 | 87 | 8,333 | 12,754 | 9,035 | 13,946 | 9,873 | 15,288 | 11,209 | 17,062 |
| Percent increase | | 3.5 | 4.0 | 3.4 | 3.3 | 3.5 | 4.0 | 3.0 | 3.4 |

[a]Some institutions do not maintain scheduled salaries for all levels of preparation.

TABLE 5. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, BY ENROLLMENT AND FACULTY RANK, 1971-72

| FACULTY RANK AND ENROLLMENT | NUMBER OF INSTITUTIONS | SCHEDULED SALARIES | | | | | |
|---|---|---|---|---|---|---|---|
| | | LOW | FIRST QUARTILE | MEDIAN | MEAN | THIRD QUARTILE | HIGH |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| **MINIMUM SALARIES** | | | | | | | |
| INSTRUCTOR | | | | | | | |
| ENROLLMENT UNDER 1,000 .... | 80 | 5,610 | 7,000 | 7,500 | 7,795 | 8,305 | 12,700 |
| ENROLLMENT 1,000-1,999 .... | 45 | 5,200 | 7,500 | 8,000 | 8,042 | 8,165 | 12,700 |
| ENROLLMENT 2,000 AND OVER . | 54 | 5,200 | 7,800 | 8,428 | 8,838 | 9,038 | 12,700 |
| TOTAL ..... | 179 | 5,200 | 7,500 | 8,000 | 8,172 | 8,698 | 12,700 |
| ASSISTANT PROFESSOR | | | | | | | |
| ENROLLMENT UNDER 1,000 .... | 80 | 6,500 | 8,159 | 9,000 | 9,287 | 10,250 | 13,330 |
| ENROLLMENT 1,000-1,999 .... | 45 | 6,000 | 8,715 | 9,500 | 9,370 | 9,700 | 14,830 |
| ENROLLMENT 2,000 AND OVER . | 55 | 6,000 | 9,100 | 10,247 | 10,291 | 11,387 | 13,330 |
| TOTAL ..... | 180 | 6,000 | 8,500 | 9,345 | 9,615 | 10,448 | 14,830 |
| ASSOCIATE PROFESSOR | | | | | | | |
| ENROLLMENT UNDER 1,000 .... | 80 | 7,650 | 9,200 | 10,875 | 11,045 | 12,865 | 17,830 |
| ENROLLMENT 1,000-1,999 .... | 45 | 7,650 | 10,400 | 11,100 | 11,130 | 11,500 | 17,830 |
| ENROLLMENT 2,000 AND OVER . | 55 | 7,800 | 10,850 | 12,091 | 12,332 | 12,948 | 17,830 |
| TOTAL ..... | 180 | 7,650 | 10,000 | 10,950 | 11,459 | 12,457 | 17,830 |
| PROFESSOR | | | | | | | |
| ENROLLMENT UNDER 1,000 .... | 77 | 7,800 | 11,000 | 12,375 | 13,029 | 15,315 | 22,500 |
| ENROLLMENT 1,000-1,999 .... | 45 | 7,800 | 12,000 | 13,200 | 13,136 | 14,214 | 22,500 |
| ENROLLMENT 2,000 AND OVER . | 54 | 9,000 | 12,538 | 14,214 | 14,698 | 14,875 | 22,500 |
| TOTAL ..... | 176 | 7,800 | 12,000 | 12,900 | 13,568 | 14,466 | 22,500 |
| **MAXIMUM SALARIES** | | | | | | | |
| INSTRUCTOR | | | | | | | |
| ENROLLMENT UNDER 1,000 .... | 80 | 9,000 | 10,350 | 11,043 | 11,406 | 12,537 | 17,150 |
| ENROLLMENT 1,000-1,999 .... | 45 | 9,500 | 10,826 | 11,138 | 11,439 | 12,000 | 14,450 |
| ENROLLMENT 2,000 AND OVER . | 54 | 9,300 | 11,138 | 11,905 | 12,693 | 13,792 | 17,499 |
| TOTAL ..... | 179 | 9,000 | 10,500 | 11,380 | 11,803 | 12,537 | 17,499 |
| ASSISTANT PROFESSOR | | | | | | | |
| ENROLLMENT UNDER 1,000 .... | 80 | 10,000 | 12,375 | 12,857 | 13,313 | 14,673 | 20,830 |
| ENROLLMENT 1,000-1,999 .... | 45 | 10,300 | 12,679 | 13,166 | 13,429 | 14,000 | 20,830 |
| ENROLLMENT 2,000 AND OVER . | 55 | 9,900 | 13,166 | 14,144 | 15,046 | 16,450 | 20,830 |
| TOTAL ..... | 180 | 9,900 | 12,375 | 13,500 | 13,872 | 14,700 | 20,830 |
| ASSOCIATE PROFESSOR | | | | | | | |
| ENROLLMENT UNDER 1,000 .... | 80 | 10,920 | 13,875 | 15,000 | 15,475 | 17,078 | 25,500 |
| ENROLLMENT 1,000-1,999 .... | 45 | 10,800 | 14,188 | 16,203 | 15,809 | 16,779 | 25,500 |
| ENROLLMENT 2,000 AND OVER . | 55 | 10,500 | 15,490 | 16,496 | 17,706 | 19,440 | 25,500 |
| TOTAL ..... | 180 | 10,500 | 13,875 | 16,065 | 16,240 | 17,213 | 25,500 |
| PROFESSOR | | | | | | | |
| ENROLLMENT UNDER 1,000 .... | 74 | 12,000 | 15,375 | 17,415 | 18,058 | 19,770 | 31,275 |
| ENROLLMENT 1,000-1,999 .... | 43 | 11,200 | 16,500 | 19,770 | 18,747 | 20,241 | 31,275 |
| ENROLLMENT 2,000 AND OVER . | 54 | 11,100 | 18,047 | 20,100 | 21,026 | 23,284 | 31,275 |
| TOTAL ..... | 171 | 11,100 | 15,500 | 18,580 | 19,169 | 20,241 | 31,275 |



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TABLE 6.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND FACULTY RANK, AND ANNUAL PERCENT OF INCREASE, 1965-66 TO 1971-72

| Enrollment (by academic year) | Number of institutions[a] | Instructor | | Assistant professor | | Associate professor | | Professor | |
|---|---|---|---|---|---|---|---|---|---|
| | | Mean salary | Percent increase over previous year | Mean salary | Percent increase over previous year | Mean salary | Percent increase over previous year | Mean salary | Percent increase over previous year |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| | | | | MINIMUM SALARIES | | | | | |
| ALL INSTITUTIONS | | | | | | | | | |
| 1965-66 | 69 | $ 5,928 | ... | $ 6,863 | ... | $ 7,939 | ... | $ 9,251 | ... |
| 1967-68 | 100 | 6,607 | 11.5 | 7,763 | 13.1 | 9,016 | 13.6 | 10,606 | 14.7 |
| 1968-69 | 112 | 7,070 | 7.0 | 8,254 | 6.3 | 9,663 | 7.2 | 11,387 | 7.4 |
| 1969-70 | 147 | 7,571 | 7.1 | 8,921 | 8.1 | 10,531 | 9.0 | 12,434 | 9.2 |
| 1970-71 | 157 | 8,115 | 7.2 | 9,510 | 6.6 | 11,262 | 6.9 | 13,276 | 6.8 |
| 1971-72 | 181 | 8,172 | 0.7 | 9,615 | 1.1 | 11,459 | 1.7 | 13,568 | 2.2 |
| ENROLLMENT UNDER 1,000 | | | | | | | | | |
| 1965-66 | 39 | 5,732 | ... | 6,580 | ... | 7,553 | ... | 8,786 | ... |
| 1967-68 | 40 | 6,398 | 11.6 | 7,549 | 14.7 | 8,725 | 15.5 | 10,481 | 19.3 |
| 1968-69 | 30 | 7,461 | 16.6 | 8,537 | 13.1 | 10,103 | 15.8 | 11,833 | 12.9 |
| 1969-70 | 56 | 7,234 | −3.0 | 8,658 | 1.4 | 10,181 | 0.8 | 12,024 | .6 |
| 1970-71 | 76 | 7,868 | 8.8 | 9,340 | 7.9 | 11,026 | 8.3 | 12,871 | 7.0 |
| 1971-72 | 81 | 7,795 | −0.9 | 9,287 | −0.6 | 11,045 | 0.2 | 13,029 | 1.2 |
| ENROLLMENT 1,000-1,999 | | | | | | | | | |
| 1965-66 | 18 | 6,281 | ... | 7,433 | ... | 8,549 | ... | 10,121 | ... |
| 1967-68 | 22 | 6,699 | 6.7 | 7,752 | 4.3 | 9,065 | 6.0 | 10,515 | 3.9 |
| 1968-69 | 38 | 6,593 | −1.6 | 7,832 | 1.0 | 9,097 | 0.4 | 10,608 | 0.9 |
| 1969-70 | 48 | 7,578 | 14.9 | 8,879 | 13.4 | 10,580 | 16.3 | 12,552 | 18.3 |
| 1970-71 | 43 | 7,976 | 5.3 | 9,358 | 5.4 | 11,074 | 4.7 | 13,096 | 4.3 |
| 1971-72 | 45 | 8,042 | 0.8 | 9,370 | 0.1 | 11,130 | 0.5 | 13,136 | 0.3 |
| ENROLLMENT 2,000 AND OVER | | | | | | | | | |
| 1965-66 | 12 | 6,043 | ... | 6,931 | ... | 8,277 | ... | 9,682 | ... |
| 1967-68 | 38 | 6,778 | 12.2 | 7,994 | 15.3 | 9,295 | 12.3 | 10,794 | 11.5 |
| 1968-69 | 44 | 7,208 | 6.3 | 8,416 | 5.3 | 9,839 | 5.9 | 11,745 | 8.8 |
| 1969-70 | 43 | 8,012 | 11.2 | 9,311 | 10.6 | 10,935 | 11.1 | 12,814 | 9.1 |
| 1970-71 | 38 | 8,765 | 9.4 | 10,023 | 7.6 | 11,939 | 9.2 | 14,264 | 11.3 |
| 1971-72 | 55 | 8,838 | 0.8 | 10,291 | 2.7 | 12,332 | 3.3 | 14,698 | 3.0 |

TABLE 6.–MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND FACULTY RANK, AND ANNUAL PERCENT OF INCREASE, 1965-66 TO 1971-72 (Continued)

| Enrollment (by academic year) | Number of institutions[a] | Instructor | | Assistant professor | | Associate professor | | Professor | |
|---|---|---|---|---|---|---|---|---|---|
| | | Mean scheduled salary | Percent increase over previous year | Mean scheduled salary | Percent increase over previous year | Mean scheduled salary | Percent increase over previous year | Mean scheduled salary | Percent increase over previous year |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| | | | | MAXIMUM SALARIES | | | | | |
| ALL INSTITUTIONS | | | | | | | | | |
| 1965-66 | 69 | $ 8,152 | ... | $ 9,539 | ... | $10,954 | ... | $12,667 | ... |
| 1967-68 | 100 | 8,943 | 9.7 | 10,761 | 12.8 | 12,440 | 13.6 | 14,699 | 16.0 |
| 1968-69 | 112 | 9,851 | 10.2 | 11,616 | 8.0 | 13,644 | 9.7 | 16,054 | 9.2 |
| 1969-70 | 147 | 10,551 | 7.1 | 12,529 | 7.9 | 14,771 | 8.3 | 17,363 | 8.2 |
| 1970-71 | 157 | 11,390 | 8.0 | 13,466 | 7.5 | 15,805 | 7.0 | 18,486 | 6.5 |
| 1971-72 | 181 | 11,803 | 3.6 | 13,872 | 3.0 | 16,240 | 2.8 | 19,169 | 3.7 |
| ENROLLMENT UNDER 1,000 | | | | | | | | | |
| 1965-66 | 39 | 7,776 | ... | 9,122 | ... | 10,447 | ... | 12,193 | ... |
| 1967-68 | 40 | 8,373 | 7.7 | 10,054 | 10.2 | 11,619 | 11.2 | 13,946 | 14.4 |
| 1968-69 | 30 | 9,945 | 18.8 | 11,386 | 13.3 | 13,554 | 16.7 | 16,004 | 14.8 |
| 1969-70 | 56 | 10,199 | 2.6 | 11,907 | 4.6 | 13,951 | 2.9 | 16,330 | 2.0 |
| 1970-71 | 76 | 11,028 | 8.1 | 12,999 | 9.2 | 15,212 | 9.0 | 17,643 | 8.0 |
| 1971-72 | 81 | 11,406 | 3.4 | 13,313 | 2.4 | 15,475 | 1.7 | 18,058 | 2.4 |
| ENROLLMENT 1,000-1,999 | | | | | | | | | |
| 1965-66 | 18 | 8,740 | ... | 10,259 | ... | 11,804 | ... | 13,826 | ... |
| 1967-68 | 22 | 8,991 | 2.9 | 10,760 | 4.9 | 12,469 | 5.6 | 14,778 | 6.9 |
| 1968-69 | 38 | 9,578 | 6.5 | 11,206 | 4.1 | 13,010 | 4.3 | 15,016 | 1.6 |
| 1969-70 | 48 | 10,280 | 7.3 | 12,223 | 9.1 | 14,525 | 11.6 | 17,158 | 14.3 |
| 1970-71 | 43 | 10,964 | 6.7 | 12,945 | 5.9 | 15,290 | 5.3 | 17,912 | 4.4 |
| 1971-72 | 45 | 11,439 | 4.3 | 13,429 | 3.7 | 15,809 | 3.4 | 18,747 | 4.7 |
| ENROLLMENT 2,000 AND OVER | | | | | | | | | |
| 1965-66 | 12 | 8,491 | ... | 9,775 | ... | 11,112 | ... | 12,507 | ... |
| 1967-68 | 38 | 9,530 | 12.2 | 11,505 | 17.7 | 13,290 | 19.6 | 15,451 | 23.5 |
| 1968-69 | 44 | 10,028 | 5.2 | 12,127 | 5.4 | 14,251 | 7.2 | 17,002 | 10.0 |
| 1969-70 | 43 | 11,331 | 13.0 | 13,680 | 12.8 | 16,113 | 13.1 | 18,897 | 11.2 |
| 1970-71 | 38 | 12,596 | 11.2 | 14,991 | 9.6 | 17,558 | 9.0 | 20,733 | 9.7 |
| 1971-72 | 55 | 12,693 | 0.8 | 15,046 | 0.4 | 17,706 | 0.8 | 21,026 | 1.4 |

[a]Some institutions do not maintain scheduled salaries for all ranks.

**TABLE 7.—MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS BY ENROLLMENT AND FACULTY RANK, AND PERCENT OF INCREASE, 1970-71 AND 1971-72**

**(Institutions reporting for both 1970-71 and 1971-72)**

| Enrollment (by academic year) | Number of institutions[a] | Faculty rank | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | Instructor | | Assistant professor | | Associate professor | | Professor | |
| | | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum | Minimum | Maximum |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| ALL REPORTING INSTITUTIONS | | | | | | | | | |
| 1970-71 | 146 | $8,127 | $11,403 | $ 9,591 | $13,455 | $11,356 | $15,848 | $13,344 | $18,516 |
| 1971-72 | 146 | 8,364 | 11,924 | 9,859 | 14,108 | 11,750 | 16,585 | 13,861 | 19,497 |
| Percent increase | | 2.9 | 4.6 | 2.8 | 4.9 | 3.5 | 4.7 | 3.9 | 5.3 |
| ENROLLMENT UNDER 1,000 | | | | | | | | | |
| 1970-71 | 57 | $7,927 | $11,114 | $ 9,509 | $13,116 | $11,305 | $15,416 | $13,151 | $17,729 |
| 1971-72 | 57 | 8,102 | 11,619 | 9,703 | 13,731 | 11,585 | 16,059 | 13,510 | 18,597 |
| Percent increase | | 2.2 | 4.5 | 2.0 | 4.7 | 2.5 | 4.2 | 2.7 | 4.9 |
| ENROLLMENT 1,000-1,999 | | | | | | | | | |
| 1970-71 | 40 | $7,906 | $10,935 | $ 9,222 | $12,930 | $10,861 | $15,250 | $12,850 | $17,954 |
| 1971-72 | 40 | 8,165 | 11,513 | 9,509 | 13,547 | 11,239 | 15,959 | 13,287 | 18,764 |
| Percent increase | | 3.3 | 5.3 | 3.1 | 4.8 | 3.5 | 4.6 | 3.4 | 4.5 |
| ENROLLMENT 2,000 AND OVER | | | | | | | | | |
| 1970-71 | 49 | $8,541 | $12,122 | $ 9,987 | $14,277 | $11,818 | $16,830 | $13,976 | $19,875 |
| 1971-72 | 49 | 8,841 | 12,628 | 10,326 | 15,004 | 12,361 | 17,709 | 14,733 | 21,104 |
| Percent increase | | 3.5 | 4.2 | 3.4 | 5.1 | 4.6 | 5.2 | 5.4 | 6.2 |

[a]Some institutions do not maintain scheduled salaries for all faculty ranks.

**TABLE 8.–MINIMUM AND MAXIMUM SALARIES PROVIDED IN STATE SALARY POLICIES APPLYING TO STATE-SUPPORTED 2-YEAR COLLEGES, 1971-72**

| State | Academic preparation level or faculty rank | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Bachelor's degree | | | | Master's degree | | | | Six years | | | | Doctor's degree | | | |
| | Minimum | Percent increase over 1970-71 | Maximum | Percent increase over 1970-71 | Minimum | Percent increase over 1970-71 | Maximum | Percent increase over 1970-71 | Minimum | Percent increase over 1970-71 | Maximum | Percent increase over 1970-71 | Minimum | Percent increase over 1970-71 | Maximum | Percent increase over 1970-71 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| Alabama | ... | ... | ... | ... | $ 7,775 | 0.0 | $ 9,400 | 0.0 | $ 8,525 | 0.0 | $10,150 | 0.0 | $10,350 | 0.0 | $11,975 | 0.0 |
| Hawaii | $ 7,596 | 0.0 | $13,128 | 12.4 | 8,208 | 0.0 | 14,208 | 12.5 | 9,600 | 0.0 | 16,608 | 12.4 | 10,380 | 0.0 | 17,964 | 12.5 |
| Maine | 8,358 | 11.5 | 12,149 | 11.5 | 8,748 | 11.5 | 13,320 | 11.5 | ... | ... | ... | ... | ... | ... | ... | ... |
| Minnesota | 6,955 | 0.9 | 13,102 | 1.1 | 8,295 | 1.0 | 15,009 | 1.1 | 8,767 | 1.0 | 15,683 | 1.1 | ... | ... | ... | ... |
| Nevada | ... | ... | ... | ... | 9,100 | 0.0 | 13,500 | 0.0 | 10,000 | 0.0 | 14,500 | 0.0 | 11,260 | 0.0 | 16,430 | 0.0 |
| Tennessee (Community Colleges)[a] | 6,200 | 0.0 | 8,510 | 6.4 | 7,200 | 0.0 | 11,860 | 5.0 | 7,500 | 0.0 | 13,125 | 5.0 | 8,800 | 0.0 | 17,430 | 5.0 |
| High | 8,358 | | 13,128 | | 9,100 | | 15,009 | | 10,000 | | 16,608 | | 11,260 | | 17,964 | |
| Low | 6,200 | | 8,510 | | 7,200 | | 9,400 | | 7,500 | | 10,150 | | 8,800 | | 11,975 | |
| Average | 7,277 | 3.3 | 11,722 | 7.7 | 8,221 | 2.0 | 12,882 | 5.0 | 8,878 | 0.2 | 14,013 | 3.9 | 10,198 | 0.0 | 15,950 | 4.6 |
| | Instructor | | | | Assistant professor | | | | Associate professor | | | | Professor | | | |
| Alaska | $ 9,000 | 0.0 | $12,375 | 0.0 | $12,600 | 0.0 | $15,975 | 0.0 | $16,200 | 0.0 | $19,575 | 0.0 | $19,800 | 0.0 | $23,175 | 0.0 |
| Connecticut (Community Colleges) | 10,179 | 0.0 | 12,537 | 0.0 | 11,336 | 0.0 | 13,826 | 0.0 | 13,802 | 0.0 | 17,078 | 0.0 | 16,098 | 0.0 | 19,770 | 0.0 |
| (Technical Colleges) | 10,748 | 0.0 | 13,172 | 0.0 | 11,970 | 0.0 | 14,526 | 0.0 | 14,526 | 0.0 | 17,934 | 0.0 | 16,959 | 0.0 | 20,757 | 0.0 |
| Massachusetts | 8,130 | 6.0 | 11,138 | 6.0 | 9,516 | 6.0 | 13,166 | 6.0 | 11,404 | 6.0 | 16,203 | 6.0 | 14,214 | 6.0 | 20,241 | 6.0 |
| Tennessee (Community Colleges)[a] | 6,200 | 0.0 | 12,600 | 5.0 | 7,500 | 0.0 | 14,700 | 5.0 | 7,650 | 0.0 | 16,065 | 5.7 | 7,800 | 0.0 | 17,430 | 5.0 |
| (Technical Institutes)[a] | 7,247 | 1.8 | 12,158 | 6.9 | 7,747 | 1.8 | 12,857 | 6.9 | 8,747 | 1.8 | 13,382 | 6.9 | 9,746 | 1.8 | 13,911 | 7.0 |
| Virginia | 7,500 | 7.1 | 10,500 | 7.1 | 9,000 | 2.9 | 12,375 | 7.1 | 10,875 | 3.6 | 13,875 | 4.3 | 12,375 | 1.0 | 15,375 | 2.2 |
| High | 10,748 | | 13,172 | | 12,600 | | 15,975 | | 16,200 | | 19,575 | | 19,800 | | 23,175 | |
| Low | 6,200 | | 10,500 | | 7,500 | | 12,375 | | 7,650 | | 13,382 | | 7,800 | | 13,911 | |
| Average | 8,429 | 1.0 | 12,069 | 3.3 | 9,953 | 1.4 | 13,918 | 3.3 | 11,886 | 1.4 | 16,302 | 2.9 | 13,856 | 1.2 | 18,666 | 2.5 |

[a]Tennessee provides a schedule based on both educational preparation and academic rank. Scheduled salaries for faculty in state technical institutes are based on academic rank; salaries for faculty in community colleges, on both educational preparation and academic rank.

TABLE 9. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, 1971-72

| LEVEL OF PREPARATION | NUMBER OF INSTITUTIONS | SCHEDULED SALARIES LOW | FIRST QUARTILE | MEDIAN | MEAN | THIRD QUARTILE | HIGH |
|---|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| | | | MINIMUM SALARIES | | | | |
| BACHELOR'S DEGREE ..... | 15 | 5,000 | 5,400 | 6,360 | 6,245 | 6,720 | 7,500 |
| MASTER'S DEGREE ..... | 21 | 5,500 | 6,000 | 7,300 | 7,010 | 7,600 | 8,602 |
| SIX YEARS ..... | 17 | 6,000 | 6,375 | 7,920 | 7,801 | 8,717 | 10,500 |
| DOCTOR'S DEGREE ..... | 18 | 6,300 | 6,950 | 8,800 | 8,861 | 10,180 | 12,000 |
| | | | MAXIMUM SALARIES | | | | |
| BACHELOR'S DEGREE ..... | 15 | 5,500 | 6,500 | 8,480 | 7,933 | 8,925 | 11,000 |
| MASTER'S DEGREE ..... | 20 | 6,400 | 7,371 | 9,520 | 9,598 | 11,286 | 14,250 |
| SIX YEARS ..... | 16 | 7,000 | 8,555 | 10,170 | 10,685 | 13,000 | 14,800 |
| DOCTOR'S DEGREE ..... | 15 | 7,100 | 9,145 | 11,660 | 11,541 | 13,380 | 18,350 |



TABLE 10. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, 1971-72

| FACULTY RANK | NUMBER OF INSTITUTIONS | SCHEDULED SALARIES LOW | FIRST QUARTILE | MEDIAN | MEAN | THIRD QUARTILE | HIGH |
|---|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| | | | MINIMUM SALARIES | | | | |
| INSTRUCTOR ..... | 21 | 3,840 | 5,550 | 6,500 | 6,519 | 7,850 | 8,858 |
| ASSISTANT PROFESSOR ..... | 19 | 4,950 | 6,500 | 8,000 | 7,658 | 9,000 | 9,965 |
| ASSOCIATE PROFESSOR ..... | 19 | 5,650 | 7,800 | 9,400 | 8,938 | 9,900 | 11,903 |
| PROFESSOR ..... | 20 | 6,000 | 8,380 | 10,500 | 10,049 | 11,805 | 14,893 |
| | | | MAXIMUM SALARIES | | | | |
| INSTRUCTOR ..... | 21 | 4,900 | 6,750 | 9,000 | 8,433 | 9,370 | 11,800 |
| ASSISTANT PROFESSOR ..... | 19 | 5,850 | 8,300 | 10,200 | 9,705 | 10,800 | 13,090 |
| ASSOCIATE PROFESSOR ..... | 19 | 6,850 | 9,500 | 11,500 | 11,289 | 13,300 | 15,889 |
| PROFESSOR ..... | 19 | 6,500 | 10,700 | 13,000 | 13,013 | 15,200 | 19,765 |

TABLE 11.–MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY PREPARATION LEVEL, AND ANNUAL PERCENT OF INCREASE, 1967-68 TO 1971-72

| Preparation level (by academic year) | Number of institutions[a] | Mean of scheduled minimum salaries | Percent increase over previous year | Mean of scheduled maximum salaries | Percent increase over previous year |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| BACHELOR'S DEGREE | | | | | |
| 1967-68 | 13 | $5,097 | ... | $ 6,507 | ... |
| 1968-69 | 19 | 5,448 | 6.9 | 6,907 | 6.2 |
| 1969-70 | 18 | 5,781 | 6.1 | 7,491 | 8.5 |
| 1970-71 | 10 | 6,395 | 10.6 | 8,600 | 14.8 |
| 1971-72 | 15 | 6,245 | −2.3 | 7,933 | −7.8 |
| MASTER'S DEGREE | | | | | |
| 1967-68 | 21 | 5,778 | ... | 7,667 | ... |
| 1968-69 | 30 | 6,075 | 5.1 | 8,032 | 4.8 |
| 1969-70 | 27 | 6,407 | 5.5 | 8,499 | 5.8 |
| 1970-71 | 16 | 7,143 | 11.5 | 9,999 | 17.6 |
| 1971-72 | 21 | 7,010 | −1.9 | 9,598 | −4.0 |
| SIX YEARS | | | | | |
| 1967-68 | 15 | 6,197 | ... | 8,207 | ... |
| 1968-69 | 22 | 6,481 | 4.6 | 8,425 | 4.6 |
| 1969-70 | 20 | 6,901 | 6.5 | 8,966 | 6.4 |
| 1970-71 | 11 | 7,892 | 14.4 | 10,875 | 21.3 |
| 1971-72 | 17 | 7,801 | −1.2 | 10,685 | −1.7 |
| DOCTOR'S DEGREE | | | | | |
| 1967-68 | 18 | 6,996 | ... | 9,208 | ... |
| 1968-69 | 27 | 7,145 | 2.2 | 9,662 | 4.9 |
| 1969-70 | 24 | 7,782 | 8.9 | 10,048 | 4.0 |
| 1970-71 | 11 | 8,585 | 10.3 | 11,518 | 14.6 |
| 1971-72 | 18 | 8,861 | 3.2 | 11,541 | 0.2 |

[a]Some institutions do not maintain scheduled salaries for all levels of preparation.

TABLE 12.–MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY FACULTY RANK, AND ANNUAL PERCENT OF INCREASE, 1967-68 TO 1971-72

| Faculty rank (by academic year) | Number of institutions[a] | Mean of scheduled minimum salaries | Percent increase over previous year | Mean of scheduled maximum salaries | Percent increase over previous year |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 |
| INSTRUCTOR | | | | | |
| 1967-68 | 17 | $ 5,818 | ... | $ 7,889 | ... |
| 1968-69 | 31 | 6,082 | 4.5 | 8,042 | 1.9 |
| 1969-70 | 25 | 6,533 | 7.4 | 8,848 | 10.0 |
| 1970-71 | 18 | 6,989 | 7.0 | 8,920 | 0.8 |
| 1971-72 | 21 | 6,519 | –6.7 | 8,433 | –4.5 |
| ASSISTANT PROFESSOR | | | | | |
| 1967-68 | 17 | 6,815 | ... | 9,380 | ... |
| 1968-69 | 31 | 7,231 | 6.1 | 9,417 | 0.4 |
| 1969-70 | 25 | 7,714 | 6.7 | 10,273 | 9.1 |
| 1970-71 | 18 | 8,043 | 4.3 | 10,537 | 2.6 |
| 1971-72 | 19 | 7,658 | –4.8 | 9,705 | –7.9 |
| ASSOCIATE PROFESSOR | | | | | |
| 1967-68 | 17 | 7,856 | ... | 10,872 | ... |
| 1968-69 | 31 | 8,326 | 6.0 | 10,985 | 1.0 |
| 1969-70 | 25 | 8,921 | 7.2 | 11,844 | 7.8 |
| 1970-71 | 18 | 9,316 | 4.4 | 12,290 | 3.8 |
| 1971-72 | 19 | 8,938 | –4.1 | 11,289 | –9.1 |
| PROFESSOR | | | | | |
| 1967-68 | 15 | 9,039 | ... | 12,768 | ... |
| 1968-69 | 29 | 9,590 | 6.1 | 12,668 | –0.8 |
| 1969-70 | 24 | 10,370 | 8.1 | 13,904 | 9.8 |
| 1970-71 | 17 | 10,748 | 3.6 | 14,214 | 2.2 |
| 1971-72 | 20 | 10,049 | –6.5 | 13,013 | –8.4 |

[a]Some institutions do not maintain scheduled salaries for all faculty ranks.

TABLE 13.–MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY LEVEL OF PREPARATION, AND PERCENT OF INCREASE, 1970-71 AND 1971-72

(Institutions reporting for both years)

| Preparation level | Number of institutions[a] | Mean of scheduled minimum salaries | Mean of scheduled maximum salaries |
|---|---|---|---|
| 1 | 2 | 3 | 4 |
| BACHELOR'S DEGREE | | | |
| 1970-71 ..... | 5 | $6,444 | $ 9,140 |
| 1971-72 ..... | 6 | 6,539 | 8,821 |
| Percent increase | | 1.5 | –3.5 |
| MASTER'S DEGREE | | | |
| 1970-71 ..... | 10 | $7,042 | $10,115 |
| 1971-72 ..... | 10 | 7,225 | 10,501 |
| Percent increase | | 2.6 | 3.8 |
| SIX YEARS | | | |
| 1970-71 ..... | 7 | $7,669 | $10,793 |
| 1971-72 ..... | 8 | 7,967 | 11,468 |
| Percent increase | | 3.9 | 6.3 |
| DOCTOR'S DEGREE | | | |
| 1970-71 ..... | 7 | $8,643 | $12,455 |
| 1971-72 ..... | 7 | 9,030 | 13,152 |
| Percent increase | | 4.5 | 5.6 |

[a]Some institutions do not maintain scheduled salaries for all levels of preparation.

TABLE 14.–MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN NONPUBLIC 2-YEAR INSTITUTIONS BY FACULTY RANK, AND PERCENT OF INCREASE, 1970-71 AND 1971-72

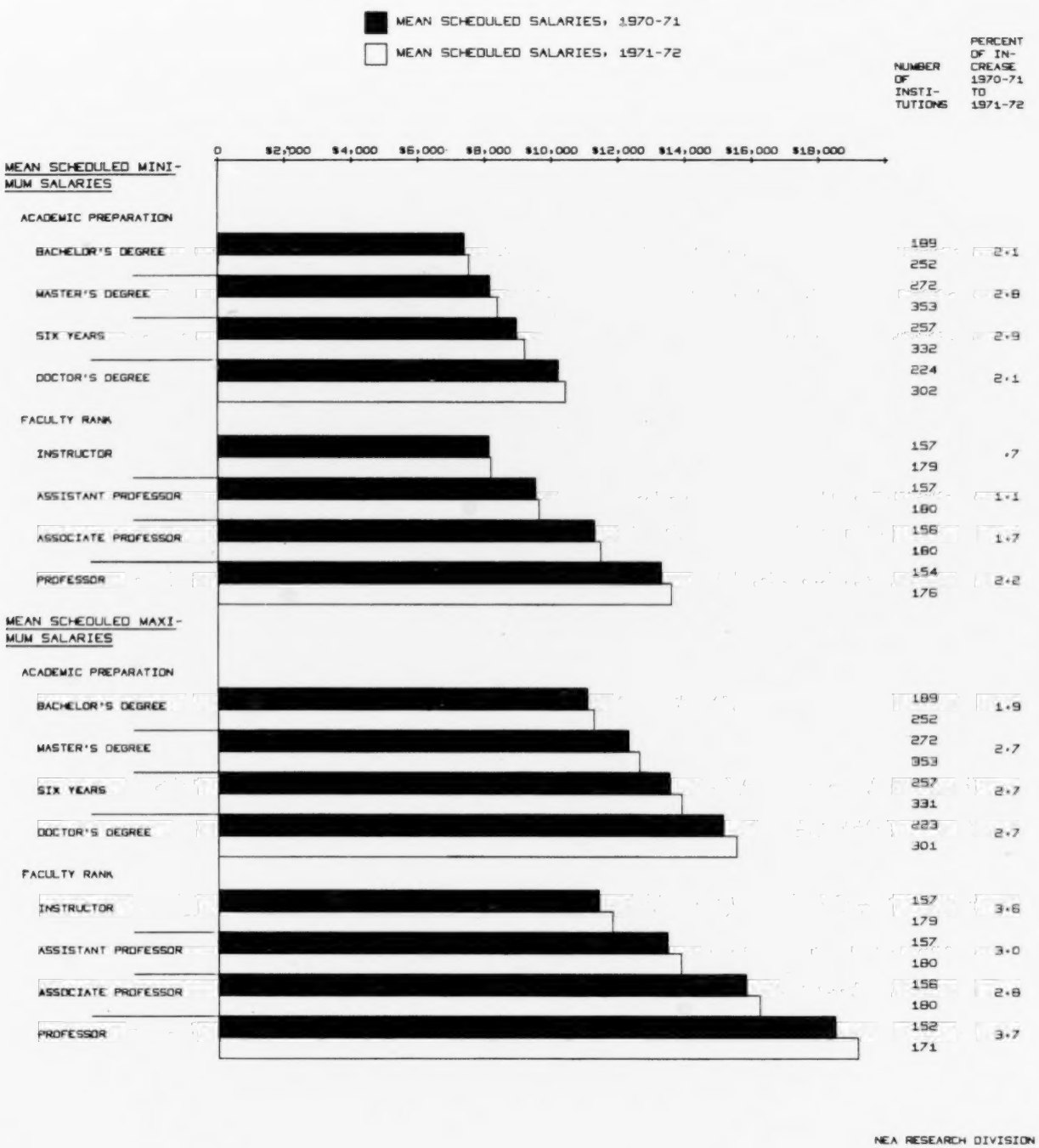
(Institutions reporting for both years)

| Faculty rank | Number of institutions[a] | Mean of scheduled minimum salaries | Mean of scheduled maximum salaries |
|---|---|---|---|
| 1 | 2 | 3 | 4 |
| INSTRUCTOR | | | |
| 1970-71 ..... | 10 | $ 6,720 | $ 8,569 |
| 1971-72 ..... | 10 | 6,770 | 8,569 |
| Percent increase | | 0.7 | 0.0 |
| ASSISTANT PROFESSOR | | | |
| 1970-71 ..... | 10 | $ 7,583 | $9,813 |
| 1971-72 ..... | 10 | 7,653 | 9,813 |
| Percent increase | | 0.9 | 0.0 |
| ASSOCIATE PROFESSOR | | | |
| 1970-71 ..... | 10 | $ 8,815 | $11,267 |
| 1971-72 ..... | 10 | 8,975 | 11,467 |
| Percent increase | | 1.8 | 1.8 |
| PROFESSOR | | | |
| 1970-71 ..... | 10 | $ 9,955 | $12,888 |
| 1971-72 ..... | 10 | 10,330 | 13,088 |
| Percent increase | | 3.8 | 1.6 |

[a]Some institutions do not maintain scheduled salaries for all faculty ranks.

FIGURE II

MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION AND BY FACULTY RANK, 1970-71 AND 1971-72




NEA RESEARCH DIVISION

## II. SCHEDULED SALARY INCREMENTS

THE MEAN NUMBERS of salary increments in schedules based on academic preparation (Table 15) range from 9 to 14. For the public 2-year institutions the means are 10 for the bachelor's degree, 11 for the master's degree, 12 for the six-year level, and overall 13 for the doctor's degree (12 in large and small institutions, and 14 in the medium-size institutions). The mean numbers of increments in nonpublic institutions are from 2 to 4 increments smaller than in the public institutions (7 for the bachelor's degree, 9 for the master's, 10 for 6-year, and 9 for the doctor's degree.

The mean amount of increment for the public institutions is $378 at the bachelor's degree level, $395 at the master's, $411 at the 6-year, and $419 at the doctor's. The means in nonpublic institutions range from $217 to $310 and are about three-fifths of the mean amounts in small public institutions at the bachelor's degree level, and about four-fifths at the master's degree and six-year levels, and almost nine-tenths at the doctorate.

The increment structure in 2-year institution schedules based on faculty rank is summarized in Table 16. The mean number of increments in the public institutions as a whole is nine for each rank. The means in nonpublic institutions are two increments less than in public institutions at each rank except associate professor where the mean is one increment less than in public institutions.

The mean amounts of increments for the public institutions are $439 for instructors, $531 for assistant professors, $603 for associate professors, and $688 for professors. The mean amount in nonpublic institutions is approximately three-fifths of the amount in small public institutions for the lower two ranks and is about seven-tenths of the amount in small public institutions at the upper two ranks.

The relationship between the number of increments and the difference between minimum and maximum salaries was investigated for the master's degree in public institutions structuring their salary schedules by academic preparation. The master's degree level was selected because it is most widely used to stratify salaries by academic preparation and is likely to involve a significant portion of the faculty.

Table 17 shows, for example, that among the 57 salary schedules which provide 11 increments, the total amount involved ranges from less than $2,000 to $6,999. Also, among the 43 salary schedules having a difference of $4,500 to $4,999 between minimum and maximum scheduled salaries, the total number of increments ranges from fewer than 10 to more than 15, with almost two-thirds of these schedules using 11 or fewer increments.

In Table 18 the weight of differences in the level of scheduled salaries is reduced by expressing the difference between minimum and maximum salaries as a percentage of the minimum scheduled salary. For example, in five institutions having nine or fewer salary increments, the difference between minimum and maximum is between 10 percent and 19 percent of the minimum scheduled salary for the master's degree.

The most widely used combinations provide a general indication of the increment structure in these public 2-year institutions. The schedules having 10 increments tend to provide salary growth amounting to 40 to 49 percent of the minimum scheduled salary over all increments; those having 11 increments, 50 to 59 percent; those having 12 increments, 60 to 89 percent; and those having 9 or fewer increments, 20 to 49 percent.

Some of the variation in salary ranges and numbers of increments may reflect differences in the salary schedule structure and in the level of the minimum scheduled salaries; e.g., about a third of the schedules provide one or more salary strata between the master's degree and the 6-year level of preparation.

Owing to the relatively small number of public 2-year colleges which structure their salary schedules on professorial rank, and the small total number of salary schedules from nonpublic institutions, a similar review of their increment structure was not attempted.

TABLE 15. -- MEAN AND MEDIAN ANNUAL SALARY INCREMENTS IN PUBLIC AND NONPUBLIC 2-YEAR COLLEGES WITH SALARY SCHEDULES BASED ON ACADEMIC PREPARATION, 1971-72

| ACADEMIC PREPARATION | PUBLIC INSTITUTIONS ENROLLMENT | | | | NONPUBLIC INSTITUTIONS |
|---|---|---|---|---|---|
| | UNDER 1,000 | 1,000-1,999 | 2,000 OR MORE | TOTAL | |
| 1 | 2 | 3 | 4 | 5 | 6 |
| BACHELOR'S DEGREE | | | | | |
| NUMBER OF INCREMENTS | | | | | |
| MEAN | 10 | 10 | 10 | 10 | 7 |
| MEDIAN | 11 | 11 | 10 | 10 | 7 |
| AMOUNT OF INCREMENT | | | | | |
| MEAN | $337 | $361 | $430 | $378 | $217 |
| MEDIAN | 340 | 380 | 439 | 395 | 254 |
| MASTER'S DEGREE | | | | | |
| NUMBER OF INCREMENTS | | | | | |
| MEAN | 11 | 11 | 11 | 11 | 9 |
| MEDIAN | 11 | 11 | 11 | 11 | 9 |
| AMOUNT OF INCREMENT | | | | | |
| MEAN | $358 | $358 | $454 | $395 | $285 |
| MEDIAN | 350 | 373 | 446 | 410 | 261 |
| SIX YEARS OF PREPARATION | | | | | |
| NUMBER OF INCREMENTS | | | | | |
| MEAN | 12 | 12 | 12 | 12 | 10 |
| MEDIAN | 12 | 12 | 12 | 12 | 10 |
| AMOUNT OF INCREMENT | | | | | |
| MEAN | $371 | $366 | $476 | $411 | $310 |
| MEDIAN | 350 | 393 | 480 | 425 | 273 |
| DOCTOR'S DEGREE | | | | | |
| NUMBER OF INCREMENTS | | | | | |
| MEAN | 12 | 14 | 12 | 13 | 9 |
| MEDIAN | 12 | 13 | 12 | 12 | 9 |
| AMOUNT OF INCREMENT | | | | | |
| MEAN | $346 | $371 | $496 | $419 | $306 |
| MEDIAN | 325 | 387 | 487 | 435 | 245 |

TABLE 16. -- MEAN AND MEDIAN ANNUAL SALARY INCREMENTS IN PUBLIC AND NONPUBLIC 2-YEAR COLLEGES WITH SALARY SCHEDULES BASED ON FACULTY RANK, 1971-72

| FACULTY RANK | PUBLIC INSTITUTIONS ENROLLMENT | | | | NONPUBLIC INSTITUTIONS |
|---|---|---|---|---|---|
| | UNDER 1,000 | 1,000-1,999 | 2,000 OR MORE | TOTAL | |
| 1 | 2 | 3 | 4 | 5 | 6 |
| INSTRUCTOR | | | | | |
| NUMBER OF INCREMENTS | | | | | |
| MEAN | 9 | 9 | 9 | 9 | 7 |
| MEDIAN | 7 | 9 | 8 | 8 | 6 |
| AMOUNT OF INCREMENT | | | | | |
| MEAN | $446 | $381 | $467 | $439 | $254 |
| MEDIAN | 393 | 340 | 416 | 393 | 277 |
| ASSISTANT PROFESSOR | | | | | |
| NUMBER OF INCREMENTS | | | | | |
| MEAN | 9 | 9 | 10 | 9 | 7 |
| MEDIAN | 8 | 9 | 8 | 8 | 7 |
| AMOUNT OF INCREMENT | | | | | |
| MEAN | $502 | $446 | $610 | $531 | $308 |
| MEDIAN | 440 | 406 | 539 | 442 | 389 |
| ASSOCIATE PROFESSOR | | | | | |
| NUMBER OF INCREMENTS | | | | | |
| MEAN | 9 | 9 | 9 | 9 | 8 |
| MEDIAN | 8 | 9 | 8 | 8 | 8 |
| AMOUNT OF INCREMENT | | | | | |
| MEAN | $562 | $550 | $675 | $603 | $401 |
| MEDIAN | 546 | 533 | 627 | 546 | 450 |
| PROFESSOR | | | | | |
| NUMBER OF INCREMENTS | | | | | |
| MEAN | 9 | 9 | 10 | 9 | 7 |
| MEDIAN | 8 | 9 | 8 | 9 | 7 |
| AMOUNT OF INCREMENT | | | | | |
| MEAN | $621 | $658 | $775 | $688 | $452 |
| MEDIAN | 612 | 670 | 715 | 670 | 532 |

TABLE 17. -- DISTRIBUTION OF INCREMENTS SCHEDULED FOR FACULTY WITH THE MASTER'S DEGREE IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY NUMBER AND AMOUNT OF INCREMENTS, 1971-72

| DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SCHEDULED SALARY | NUMBER OF INCREMENTS | | | | | | | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|
| | LESS THAN 10 | 10 | 11 | 12 | 13 | 14 | 15 | MORE THAN 15 | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| LESS THAN $1,500 | 10 | 5 | ... | 1 | ... | ... | ... | ... | 16 |
| $1,500 - $1,999 | 18 | 2 | ... | 1 | ... | 1 | 2 | 2 | 26 |
| 2,000 - 2,499 | 8 | 3 | 1 | 1 | 1 | 1 | ... | 4 | 19 |
| 2,500 - 2,999 | 8 | 1 | 2 | ... | 1 | ... | 2 | 1 | 15 |
| 3,000 - 3,499 | 6 | 8 | 6 | 1 | ... | ... | 3 | ... | 24 |
| 3,500 - 3,999 | 15 | 6 | 4 | 3 | 2 | ... | ... | ... | 30 |
| 4,000 - 4,499 | 2 | 10 | 3 | 5 | 5 | 2 | 2 | 2 | 31 |
| 4,500 - 4,999 | 12 | 4 | 12 | 4 | 3 | 1 | 3 | 4 | 43 |
| 5,000 - 5,499 | 2 | 7 | 11 | 5 | 2 | 5 | 1 | 2 | 35 |
| 5,500 - 5,999 | 1 | 1 | 12 | 2 | 4 | 1 | ... | 1 | 22 |
| 6,000 - 6,499 | 1 | ... | 3 | 2 | 1 | 8 | 2 | 1 | 18 |
| 6,500 - 6,999 | ... | 5 | 3 | 22 | 1 | 1 | ... | 1 | 33 |
| $7,000 OR MORE | 1 | 2 | ... | ... | ... | 1 | ... | ... | 4 |
| TOTAL | 84 | 54 | 57 | 47 | 20 | 21 | 15 | 18 | 316 |

TABLE 18. -- DISTRIBUTION OF PUBLIC 2-YEAR COLLEGES BY NUMBER OF INCREMENTS AND BY DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SCHEDULED SALARIES AS A PERCENTAGE OF MINIMUM SCHEDULED SALARY FOR THE MASTER'S DEGREE IN COLLEGES BASING SALARY SCHEDULE ON ACADEMIC PREPARATION, 1971-72

| DIFFERENCE BETWEEN MINIMUM AND MAXIMUM SALARIES AS PERCENTAGE OF MINIMUM SALARIES | NUMBER OF INCREMENTS | | | | | | | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|
| | 9 OR FEWER | 10 | 11 | 12 | 13 | 14 | 15 | 16 OR MORE | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| LESS THAN 10 | 5 | ... | ... | 1 | ... | ... | ... | ... | 6 |
| 10 - 19 | 5 | 5 | ... | ... | ... | ... | 1 | 1 | 12 |
| 20 - 29 | 24 | 4 | 1 | 2 | ... | 2 | 2 | 5 | 40 |
| 30 - 39 | 12 | 3 | 5 | ... | 2 | ... | 2 | 1 | 25 |
| 40 - 49 | 18 | 21 | 13 | 4 | 4 | ... | 3 | 1 | 64 |
| 50 - 59 | 14 | 12 | 23 | 7 | 7 | 5 | 3 | 1 | 72 |
| 60 - 69 | 5 | 2 | 12 | 11 | 4 | 6 | 2 | 5 | 47 |
| 70 - 79 | ... | 3 | 2 | 3 | 3 | 8 | 2 | 4 | 25 |
| 80 - 89 | ... | 4 | 1 | 19 | ... | ... | ... | ... | 24 |
| 100 OR MORE | 1 | ... | ... | ... | ... | ... | ... | ... | 1 |
| TOTAL | 84 | 54 | 57 | 47 | 20 | 21 | 15 | 18 | 316 |

III. SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1971-72

| STATE AND INSTITUTION BY CONTROL | FOOT NOTE | BACHELORS MINIMUM | BACHELORS MAXIMUM | BACHELORS INCR. | MASTERS MINIMUM | MASTERS MAXIMUM | MASTERS INCR. | SIX YEARS MINIMUM | SIX YEARS MAXIMUM | SIX YEARS INCR. | DOCTORS MINIMUM | DOCTORS MAXIMUM | DOCTORS INCR. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| (* PUBLIC INSTITUTION) | | | | | | | | | | | | | |
| ALABAMA | | | | | | | | | | | | | |
| *ALABAMA JUNIOR COLL SYSTEM | | | | | | | | | | | | | |
| ALBERT P BREWER ST JR COLL | | ... | ... | .. | 7,775 | 9,400 | 5 | 8,525 | 10,150 | 5 | 10,350 | 11,975 | 5 |
| ALEXANDER CITY STATE JR COLL | | ... | ... | .. | 7,775 | 9,400 | 5 | 8,525 | 10,150 | 5 | 10,350 | 11,975 | 5 |
| ENTERPRISE STATE JR COLLEGE | | ... | ... | .. | 7,775 | 9,400 | 5 | 8,525 | 10,150 | 5 | 10,350 | 11,975 | 5 |
| GEORGE C WALLACE ST TECH J C | | ... | ... | .. | 7,775 | 9,400 | 5 | 8,525 | 10,150 | 5 | 10,350 | 11,975 | 5 |
| JAMES H FAULKNER ST JR COLL | | ... | ... | .. | 7,775 | 9,400 | 5 | 8,525 | 10,150 | 5 | 10,350 | 11,975 | 5 |
| JEFFERSON DAVIS STATE JR COL | | ... | ... | .. | 7,775 | 9,400 | 5 | 8,525 | 10,150 | 5 | 10,350 | 11,975 | 5 |
| JEFFERSON STATE JUNIOR COLL | | ... | ... | .. | 7,775 | 9,400 | 5 | 8,525 | 10,150 | 5 | 10,350 | 11,975 | 5 |
| JOHN C CALHOUN STATE JR COLL | | ... | ... | .. | 7,775 | 9,400 | 5 | 8,525 | 10,150 | 5 | 10,350 | 11,975 | 5 |
| LURLEEN B WALLACE ST JR COLL | | ... | ... | .. | 7,775 | 9,400 | 5 | 8,525 | 10,150 | 5 | 10,350 | 11,975 | 5 |
| MOBILE STATE JUNIOR COLLEGE | | ... | ... | .. | 7,775 | 9,400 | 5 | 8,525 | 10,150 | 5 | 10,350 | 11,975 | 5 |
| NORTHEAST ALABAMA ST JR COLL | | ... | ... | .. | 7,775 | 9,400 | 5 | 8,525 | 10,150 | 5 | 10,350 | 11,975 | 5 |
| NORTHWEST ALABAMA ST JR COLL | | ... | ... | .. | 7,775 | 9,400 | 5 | 8,525 | 10,150 | 5 | 10,350 | 11,975 | 5 |
| PATRICK HENRY STATE JR COLL | | ... | ... | .. | 7,775 | 9,400 | 5 | 8,525 | 10,150 | 5 | 10,350 | 11,975 | 5 |
| SNEAD STATE JUNIOR COLLEGE | | ... | ... | .. | 7,775 | 9,400 | 5 | 8,525 | 10,150 | 5 | 10,350 | 11,975 | 5 |
| SOUTHERN UNION STATE JR COLL | | ... | ... | .. | 7,775 | 9,400 | 5 | 8,525 | 10,150 | 5 | 10,350 | 11,975 | 5 |
| THEODORE A LAWSON ST JR COLL | | ... | ... | .. | 7,775 | 9,400 | 5 | 8,525 | 10,150 | 5 | 10,350 | 11,975 | 5 |
| *GADSDEN STATE JR COLL | | ... | ... | .. | 7,775 | 9,400 | 4 | 8,525 | 10,150 | 4 | 10,350 | 11,975 | 4 |
| MARION INSTITUTE | | 5,400 | 6,500 | .. | 6,500 | 7,300 | .. | ... | ... | .. | 12,000 | ... | .. |
| ALASKA | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| ARIZONA | | | | | | | | | | | | | |
| *COCHISE COLLEGE | | ... | ... | .. | 7,945 | 10,555 | 7 | 9,080 | 13,052 | 10 | 10,783 | 15,663 | 12 |
| *EASTERN ARIZONA COLLEGE | | ... | ... | .. | 7,500 | 10,425 | 7 | 8,400 | 12,075 | 9 | 9,750 | 14,325 | 13 |
| *MARICOPA CO COMM COLL DIST | | | | | | | | | | | | | |
| GLENDALE COMMUNITY COLLEGE | | ... | ... | .. | 7,665 | 14,313 | 10 | 8,355 | 15,041 | 10 | 9,735 | 17,062 | 11 |
| MARICOPA TECHNICAL COLLEGE | | ... | ... | .. | 7,665 | 14,313 | 10 | 8,355 | 15,041 | 10 | 9,735 | 17,062 | 11 |
| MESA COMMUNITY COLLEGE | | ... | ... | .. | 7,655 | 14,313 | 10 | 8,355 | 15,041 | 10 | 9,735 | 17,062 | 11 |
| PHOENIX COLLEGE | | ... | ... | .. | 7,655 | 14,313 | 10 | 8,355 | 15,041 | 10 | 9,735 | 17,062 | 11 |
| *PIMA COLLEGE | | 9,600 | 11,600 | 14 | 9,700 | 11,700 | 14 | 10,320 | 12,320 | 14 | 10,700 | 12,700 | 14 |
| ARKANSAS | | | | | | | | | | | | | |
| CROWLEY'S RIDGE COLLEGE | | ... | ... | .. | 6,000 | 7,200 | 10 | 6,250 | 7,450 | 10 | 7,000 | 8,200 | 10 |
| *PHILLIPS COUNTY COMM COLLEGE | C | 6,725 | 7,725 | .. | 7,225 | 8,225 | .. | 7,725 | 8,725 | .. | 8,725 | 9,725 | .. |
| *WESTARK JUNIOR COLLEGE | | ... | ... | .. | 7,500 | 9,750 | 13 | 8,190 | 11,250 | 13 | 8,512 | 12,000 | 13 |
| CALIFORNIA | | | | | | | | | | | | | |
| *ALLAN HANCOCK COLLEGE | B | 8,535 | 12,630 | 9 | 9,250 | 15,165 | 13 | 10,680 | 16,595 | 13 | 11,280 | 17,195 | 13 |
| *ANTELOPE VALLEY COLLEGE | | 8,437 | 12,424 | 9 | 9,111 | 13,541 | 10 | 9,785 | 15,101 | 12 | 11,009 | 16,768 | 13 |
| *BARSTOW COLLEGE | F | ... | ... | .. | 9,200 | 14,700 | 11 | 10,200 | 15,700 | 11 | 12,000 | 17,500 | 11 |
| *BUTTE JUNIOR COLLEGE | C | 8,343 | 13,849 | 11 | 9,344 | 14,850 | 11 | 10,345 | 15,852 | 11 | 11,896 | 17,403 | 11 |
| *CABRILLO JUNIOR COLLEGE | | 8,996 | 12,775 | 7 | 9,356 | 14,757 | 10 | 10,078 | 16,019 | 11 | 11,683 | 17,623 | 11 |
| *CERRITOS JUNIOR COLLEGE | A | 8,200 | 12,350 | 8 | 8,720 | 13,380 | 9 | 9,750 | 15,460 | 11 | 10,790 | 17,540 | 13 |
| *CHABOT COLLEGE | | 8,766 | 13,273 | 9 | 9,987 | 16,687 | 14 | 10,464 | 17,356 | 14 | 10,948 | 18,033 | 14 |
| *CHAFFEY COLLEGE | D | 8,600 | 13,720 | 11 | 10,040 | 15,160 | 11 | 11,060 | 16,180 | 11 | 12,200 | 17,320 | 11 |
| *CITRUS COLLEGE | F | 8,491 | 13,153 | 9 | 9,065 | 14,245 | 10 | 10,213 | 16,429 | 12 | 11,361 | 17,577 | 12 |
| *COLLEGE OF MARIN | | 9,497 | 15,845 | 12 | 10,173 | 16,524 | 12 | 10,718 | 17,066 | 12 | 11,759 | 18,108 | 12 |
| *COLLEGE OF THE CANYONS | C | 8,808 | 14,506 | 11 | 9,610 | 15,308 | 11 | 10,412 | 16,110 | 11 | 12,016 | 17,714 | 11 |
| *COLLEGE OF THE DESERT | | 9,029 | 11,200 | 5 | 9,712 | 13,677 | 8 | 10,455 | 16,021 | 10 | 11,257 | 18,067 | 11 |
| *COLLEGE OF THE REDWOODS | A | 7,985 | 13,255 | 11 | 8,624 | 14,772 | 11 | 9,342 | 16,370 | 11 | 9,742 | 16,770 | 11 |
| *COLLEGE OF THE SEQUOIAS | | 8,700 | 13,450 | 14 | 9,900 | 14,950 | 14 | 11,150 | 16,450 | 14 | 11,700 | 17,150 | 14 |
| *COLLEGE OF THE SISKIYOUS | | 8,073 | 10,612 | 7 | 9,040 | 13,562 | 11 | 10,007 | 15,521 | 12 | 11,290 | 17,579 | 13 |
| *COMPTON COLLEGE | D | 8,715 | 13,720 | 11 | 9,455 | 14,460 | 11 | ... | ... | .. | 12,425 | 17,430 | 11 |
| *CONTRA COSTA JR COLL DIST | | | | | | | | | | | | | |
| CONTRA COSTA COLLEGE | | 9,009 | 13,065 | 8 | 10,023 | 15,093 | 10 | 11,037 | 17,121 | 12 | 12,051 | 18,135 | 12 |
| DIABLO VALLEY COLLEGE | | 9,009 | 13,065 | 8 | 10,023 | 15,093 | 10 | 11,037 | 17,121 | 12 | 12,051 | 18,135 | 12 |
| *CUESTA COLLEGE | | 8,923 | 13,127 | 8 | 9,449 | 14,706 | 10 | 10,500 | 16,809 | 12 | 11,552 | 17,861 | 12 |
| *EL CAMINO COLLEGE | C | 8,930 | 13,754 | 9 | 9,555 | 14,915 | 10 | 10,180 | 16,076 | 11 | 11,430 | 18,398 | 13 |
| *FOOTHILL COMM COLLEGE DIST | | | | | | | | | | | | | |
| DE ANZA COLLEGE | C,D | 8,710 | 14,250 | 11 | 9,310 | 14,870 | 11 | 10,020 | 15,700 | 11 | 11,240 | 17,090 | 11 |
| FOOTHILL COLLEGE | C,D | 8,710 | 14,250 | 11 | 9,310 | 14,870 | 11 | 10,020 | 15,700 | 11 | 11,240 | 17,090 | 11 |
| *GAVILAN COLLEGE | | ... | ... | .. | 9,187 | 13,411 | 10 | 10,243 | 15,312 | 12 | 10,743 | 15,812 | 12 |
| *GLENDALE COLLEGE | G | 8,130 | 12,030 | 10 | 8,900 | 14,240 | 12 | 9,730 | 15,580 | 12 | 10,130 | 15,980 | 12 |
| *GROSSMONT COLLEGE | | ... | ... | .. | 9,449 | 14,971 | 13 | 11,010 | 16,532 | 13 | 12,290 | 17,812 | 13 |
| *IMPERIAL COLLEGE | | ... | ... | .. | 9,400 | 13,650 | 10 | 11,000 | 16,100 | 12 | 12,600 | 17,700 | 12 |
| *KERN JOINT JUNIOR COLL DIST | | | | | | | | | | | | | |
| BAKERSFIELD COLLEGE | D | 8,836 | 13,430 | 13 | 9,327 | 14,176 | 13 | 9,981 | 15,171 | 13 | 11,536 | 17,534 | 13 |
| PORTERVILLE COLLEGE | D | 8,836 | 13,430 | 13 | 9,327 | 14,176 | 13 | 9,981 | 15,171 | 13 | 11,536 | 17,534 | 13 |
| *LASSEN COLLEGE | | 6,945 | 8,335 | 3 | 9,028 | 15,280 | 9 | ... | ... | .. | 9,528 | 15,780 | 9 |
| *LONG BEACH CITY COLLEGE | G | ... | ... | .. | 9,472 | 15,472 | 12 | 10,072 | 16,572 | 13 | 11,422 | 18,422 | 14 |
| *LOS ANGELES JR COLLEGE DIST | | | | | | | | | | | | | |
| EAST LOS ANGELES COLLEGE | D,F | 8,710 | 12,660 | 9 | 9,260 | 13,190 | 9 | 9,690 | 13,640 | 9 | 11,410 | 16,220 | 11 |
| LOS ANGELES CITY COLLEGE | D,F | 8,710 | 12,660 | 9 | 9,260 | 13,190 | 9 | 9,690 | 13,640 | 9 | 11,410 | 16,220 | 11 |
| LOS ANGELES HARBOR COLLEGE | D,F | 8,710 | 12,660 | 9 | 9,260 | 13,190 | 9 | 9,690 | 13,690 | 9 | 11,410 | 16,220 | 11 |
| LOS ANGELES PIERCE COLLEGE | D,F | 8,710 | 12,660 | 9 | 9,260 | 13,190 | 9 | 9,690 | 13,640 | 9 | 11,410 | 16,220 | 11 |
| LOS ANGELES SOUTHWEST COLL | D,F | 8,710 | 12,660 | 9 | 9,260 | 13,190 | 9 | 9,690 | 13,640 | 9 | 11,410 | 16,220 | 11 |
| LOS ANGELES TRADE TECHNICAL | D,F | 8,710 | 12,660 | 9 | 9,260 | 13,190 | 9 | 9,690 | 13,640 | 9 | 11,410 | 16,220 | 11 |
| LOS ANGELES VALLEY COLLEGE | D,F | 8,710 | 12,660 | 9 | 9,260 | 13,190 | 9 | 9,690 | 13,640 | 9 | 11,410 | 16,220 | 11 |
| WEST LOS ANGELES JR COLLEGE | D,F | 8,710 | 12,660 | 9 | 9,260 | 13,190 | 9 | 9,690 | 13,640 | 9 | 11,410 | 16,220 | 11 |
| *LOS RIOS COMMUNITY COLLEGE | | | | | | | | | | | | | |
| AMERICAN RIVER COLLEGE | C,D | ... | ... | .. | 9,047 | 13,521 | 10 | 9,952 | 14,874 | 10 | 11,943 | 17,977 | 11 |

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1971-72 (CONTINUED)

| STATE AND INSTITUTION BY CONTROL | FOOT-NOTE | BACHELORS MINIMUM | BACHELORS MAXIMUM | BACHELORS INCR. | MASTERS MINIMUM | MASTERS MAXIMUM | MASTERS INCR. | SIX YEARS MINIMUM | SIX YEARS MAXIMUM | SIX YEARS INCR. | DOCTORS MINIMUM | DOCTORS MAXIMUM | DOCTORS INCR. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| (* PUBLIC INSTITUTION) | | | | | | | | | | | | | |
| CALIFORNIA(CONTINUED) | | | | | | | | | | | | | |
| *LOS RIOS COMMUNITY COLLEGE(CONTINUED) | | | | | | | | | | | | | |
| COSUMNES RIVER COLLEGE | C,D | ... | ... | .. | 9,047 | 13,521 | 10 | 9,952 | 14,874 | 10 | 11,943 | 17,977 | 11 |
| SACRAMENTO CITY COLLEGE | C,D | ... | ... | .. | 9,047 | 13,521 | 10 | 9,952 | 14,874 | 10 | 11,943 | 17,977 | 11 |
| *MERCED COLLEGE | D | 8,629 | 12,512 | 9 | 9,492 | 13,806 | 10 | 10,354 | 15,532 | 12 | 11,536 | 17,145 | 13 |
| *MIRA COSTA COLLEGE | | ... | ... | .. | 9,284 | 15,784 | 13 | 10,484 | 16,984 | 13 | 11,184 | 17,684 | 13 |
| *MONTEREY PENINSULA COLLEGE | D,F | 8,739 | 13,759 | 11 | 10,349 | 15,552 | 11 | 11,027 | 16,378 | 11 | 11,967 | 17,405 | 11 |
| *MT SAN ANTONIO | D | 9,060 | 12,480 | 6 | 9,790 | 14,350 | 8 | 10,520 | 16,220 | 10 | 11,250 | 18,090 | 12 |
| *MT SAN JACINTO COLLEGE | C | ... | ... | .. | 9,255 | 13,071 | 9 | 10,385 | 15,897 | 13 | 12,080 | 17,592 | 13 |
| *NAPA COMMUNITY COLLEGE | C | ... | ... | .. | 9,315 | 14,879 | 11 | 9,692 | 15,405 | 12 | 11,057 | 17,315 | 12 |
| *N ORANGE CTY COMM COLL DIST | | | | | | | | | | | | | |
| CYPRESS JUNIOR COLLEGE | G | 7,920 | 12,144 | 8 | 9,504 | 15,312 | 11 | 10,560 | 16,368 | 11 | 12,313 | 18,121 | 11 |
| FULLERTON JR COLLEGE | G | 7,920 | 12,144 | 8 | 9,504 | 15,312 | 11 | 10,560 | 16,368 | 11 | 12,313 | 18,121 | 11 |
| *OHLONE COLLEGE | | 9,446 | 13,224 | 8 | 10,154 | 15,350 | 11 | 10,627 | 16,294 | 12 | 11,571 | 18,183 | 14 |
| *ORANGE COAST COMM COLL DIST | | | | | | | | | | | | | |
| GOLDEN WEST COLLEGE | A,P | 8,765 | 12,707 | 9 | 9,949 | 14,767 | 11 | 11,526 | 17,838 | 14 | 12,841 | 19,681 | 15 |
| ORANGE COAST COLLEGE | A,P | 8,765 | 12,707 | 9 | 9,949 | 14,767 | 11 | 11,526 | 17,782 | 14 | 12,841 | 19,681 | 15 |
| *PALOMAR COLLEGE | H,N | 8,157 | 12,744 | 9 | 9,175 | 16,314 | 14 | 9,684 | 16,824 | 14 | 10,694 | 17,834 | 14 |
| *PALO VERDE COLLEGE | | 7,200 | 11,050 | 11 | 8,660 | 12,510 | 11 | 9,620 | 13,470 | 11 | 10,700 | 14,550 | 11 |
| *PASADENA CITY COLLEGE | B,D | 8,088 | 13,547 | 9 | 8,694 | 14,153 | 9 | 9,907 | 15,973 | 10 | 11,727 | 18,399 | 11 |
| *PERALTA COMMUNITY COLL DIST | | | | | | | | | | | | | |
| COLLEGE OF ALAMEDA | | ... | ... | .. | 8,777 | 13,623 | 9 | 10,125 | 15,506 | 10 | 11,486 | 17,401 | 11 |
| FEATHER RIVER COLLEGE | | ... | ... | .. | 8,777 | 13,623 | 9 | 10,125 | 15,506 | 10 | 11,486 | 17,401 | 11 |
| LANEY COLLEGE | | ... | ... | .. | 8,777 | 13,623 | 9 | 10,125 | 15,506 | 10 | 11,486 | 17,401 | 11 |
| MERRITT COLLEGE | | ... | ... | .. | 8,777 | 13,623 | 9 | 10,125 | 15,506 | 10 | 11,486 | 17,401 | 11 |
| *RIO HONDO JUNIOR COLLEGE | | ... | ... | .. | 9,755 | 14,645 | 11 | 10,310 | 15,650 | 12 | 11,425 | 17,210 | 13 |
| *RIVERSIDE CITY COLLEGE | | 8,526 | 12,402 | 8 | 9,750 | 14,595 | 10 | 10,974 | 16,304 | 11 | 12,698 | 18,512 | 12 |
| *SADDLEBACK COMM COLL DIST | A | 8,675 | 12,600 | 9 | 9,325 | 15,425 | 14 | 10,625 | 21,050 | 24 | 11,275 | 23,900 | 29 |
| *SANTA ANA COLLEGE | | 8,864 | 13,328 | 9 | 9,665 | 15,121 | 11 | 10,721 | 16,673 | 12 | 12,377 | 18,329 | 12 |
| *SANTA BARBARA CITY COLLEGE | | ... | ... | .. | 9,703 | 15,013 | 11 | 10,604 | 16,535 | 13 | 11,700 | 18,069 | 14 |
| *SANTA MONICA CITY COLLEGE | G | ... | ... | .. | 9,815 | 15,184 | 13 | 10,915 | 16,284 | 13 | 12,620 | 17,989 | 13 |
| *SANTA ROSA JR COLLEGE | A | 8,880 | 13,692 | 9 | 10,056 | 15,948 | 11 | 11,292 | 17,760 | 11 | 11,892 | 18,360 | 11 |
| *SAN BERNARDINO VALLEY COLL | A,D | 8,400 | 13,372 | 11 | 10,098 | 15,070 | 11 | 11,230 | 16,202 | 11 | 12,928 | 17,900 | 11 |
| *SAN DIEGO COMM COLL DISTRICT | | | | | | | | | | | | | |
| SAN DIEGO CITY COLLEGE | | ... | ... | .. | 9,500 | 13,414 | 10 | 10,640 | 15,513 | 12 | 12,380 | 17,757 | 13 |
| SAN DIEGO EVENING COLLEGE | | ... | ... | .. | 9,500 | 13,414 | 10 | 10,640 | 15,513 | 12 | 12,380 | 17,757 | 13 |
| SAN DIEGO MESA COLLEGE | | ... | ... | .. | 9,500 | 13,414 | 10 | 10,640 | 15,513 | 12 | 12,380 | 17,757 | 13 |
| *SAN JOAQUIN DELTA COLLEGE | | 9,049 | 13,543 | 8 | 10,045 | 15,535 | 10 | 10,541 | 16,531 | 11 | 11,534 | 18,291 | 13 |
| *SAN JOSE CITY COLLEGE | | 8,610 | 10,788 | 6 | 9,742 | 14,423 | 11 | 10,669 | 15,938 | 11 | 11,633 | 17,413 | 11 |
| *SAN MATEO JR COLL DISTRICT | | | | | | | | | | | | | |
| CANADA COLLEGE | H | 8,480 | 15,035 | 11 | 10,275 | 16,815 | 11 | 10,570 | 17,110 | 11 | 12,054 | 18,594 | 11 |
| COLLEGE OF SAN MATEO | H | 8,480 | 15,035 | 11 | 10,275 | 16,815 | 11 | 10,570 | 17,110 | 11 | 12,054 | 18,594 | 11 |
| SKYLINE COLLEGE | H | 8,480 | 15,035 | 11 | 10,275 | 16,815 | 11 | 10,570 | 17,110 | 11 | 12,054 | 18,594 | 11 |
| *SHASTA COLLEGE | F | 9,063 | 14,193 | 10 | ... | ... | .. | 10,089 | 15,732 | 11 | 11,182 | 17,338 | 12 |
| *SIERRA COLLEGE | | ... | ... | .. | 9,816 | 14,626 | 10 | 10,438 | 15,685 | 11 | 11,811 | 17,507 | 12 |
| *SOLANO COLLEGE | C | ... | ... | .. | 8,841 | 13,989 | 11 | 9,462 | 15,078 | 12 | 10,633 | 16,717 | 13 |
| *SOUTHWESTERN COLLEGE | D | 9,000 | 13,697 | 11 | 9,854 | 14,551 | 11 | 10,708 | 16,259 | 13 | 12,162 | 17,713 | 13 |
| *STATE CENTER COMM COLL DIST | | | | | | | | | | | | | |
| FRESNO CITY COLLEGE | D | 8,003 | 13,107 | 11 | 8,582 | 14,150 | 12 | 9,046 | 15,078 | 13 | 9,974 | 16,006 | 13 |
| REEDLEY COLLEGE | | 8,003 | 13,107 | 11 | 8,582 | 14,150 | 12 | 9,046 | 15,078 | 13 | 9,974 | 16,006 | 13 |
| *TAFT COLLEGE | | 8,325 | 13,550 | 11 | 9,275 | 14,505 | 11 | 9,750 | 14,980 | 11 | 10,700 | 15,930 | 11 |
| *VENTURA CO COMM COLL DIST | | | | | | | | | | | | | |
| MOORPARK COLLEGE | D,F | 8,708 | 13,933 | 12 | ... | ... | .. | 10,450 | 15,674 | 12 | 12,191 | 17,416 | 12 |
| VENTURA COLLEGE | D,F | 8,708 | 13,933 | 12 | ... | ... | .. | 10,450 | 15,674 | 12 | 12,191 | 17,416 | 12 |
| *VICTOR VALLEY COLLEGE | | 8,218 | 11,146 | 7 | 10,332 | 14,514 | 12 | 11,740 | 16,759 | 11 | 12,540 | 17,559 | 11 |
| *WEST HILLS COLLEGE | | 8,916 | 13,416 | 12 | 9,579 | 14,029 | 12 | 10,905 | 15,405 | 12 | 12,216 | 16,716 | 12 |
| *WEST VALLEY COLLEGE | | 8,991 | 11,779 | 5 | 9,890 | 16,094 | 11 | 10,790 | 16,993 | 11 | 11,779 | 17,982 | 11 |
| *YOSEMITE COMM COLL DISTRICT | | | | | | | | | | | | | |
| COLUMBIA JR COLLEGE | | ... | ... | .. | 9,326 | 12,443 | 8 | 10,456 | 15,162 | 12 | 11,721 | 17,274 | 13 |
| MODESTO JR COLL | | ... | ... | .. | 9,326 | 12,443 | 8 | 10,456 | 15,162 | 11 | 11,721 | 17,274 | 13 |
| *YUBA COLLEGE | | ... | ... | .. | 9,051 | 14,321 | 12 | 9,929 | 15,200 | 12 | 11,393 | 16,663 | 12 |
| COLORADO | | | | | | | | | | | | | |
| *AIMS COLLEGE | | ... | ... | .. | 7,200 | 12,168 | 9 | 7,848 | 13,255 | 9 | 8,784 | 15,725 | 9 |
| *COM COL OF DENVER | | | | | | | | | | | | | |
| COM COL OF DENVER CEN CAMP | A | 7,000 | 12,000 | .. | 7,500 | 12,500 | .. | 7,900 | 12,900 | .. | 8,000 | 13,000 | .. |
| C C OF DENVER NORTH CAMPUS | A | 7,000 | 12,000 | .. | 7,500 | 12,500 | .. | 7,900 | 12,900 | .. | 8,000 | 13,000 | .. |
| C C OF DENVER WEST CAMPUS | A | 7,000 | 12,000 | .. | 7,500 | 12,500 | .. | 7,900 | 12,900 | .. | 8,000 | 13,000 | .. |
| *EL PASO COMMUNITY COLLEGE | | 6,600 | 7,032 | 3 | 7,176 | 7,776 | 4 | 7,932 | 8,580 | 4 | 8,760 | 13,392 | 21 |
| *LAMAR COMMUNITY COLLEGE | | 7,000 | 8,500 | 5 | 7,500 | 9,900 | 7 | 7,750 | 10,750 | 9 | ... | ... | .. |
| *MESA COLLEGE | B | 7,515 | 8,840 | 5 | 8,115 | 11,545 | 11 | 8,415 | 13,065 | 15 | 9,015 | 15,165 | 20 |
| *NORTHEASTERN JUNIOR COLLEGE | A | 6,750 | 9,500 | .. | 7,425 | 12,000 | .. | 8,025 | 12,600 | .. | 8,425 | 14,000 | .. |
| *OTERO JUNIOR COLLEGE | A | 7,000 | 9,400 | 8 | 7,350 | 10,575 | 10 | 7,950 | 11,450 | 10 | 8,450 | 12,650 | 12 |
| *RANGELY COLLEGE | | 6,800 | 8,050 | 5 | 7,400 | 10,700 | 11 | 7,900 | 12,400 | 15 | 8,300 | 14,300 | 20 |
| *TRINIDAD STATE JUNIOR COLL | A | ... | ... | .. | 8,000 | 13,000 | .. | 9,440 | 14,440 | .. | 9,200 | 14,950 | .. |
| CONNECTICUT | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| DELAWARE | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| DISTRICT OF COLUMBIA | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1971-72 (CONTINUED)

| STATE AND INSTITUTION BY CONTROL | FOOT-NOTE | BACHELORS MINIMUM | BACHELORS MAXIMUM | BACHELORS INCR. | MASTERS MINIMUM | MASTERS MAXIMUM | MASTERS INCR. | SIX YEARS MINIMUM | SIX YEARS MAXIMUM | SIX YEARS INCR. | DOCTORS MINIMUM | DOCTORS MAXIMUM | DOCTORS INCR. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| (* PUBLIC INSTITUTION) | | | | | | | | | | | | | |
| FLORIDA | | | | | | | | | | | | | |
| *BROWARD COMMUNITY COLLEGE | L | 8,200 | 13,284 | 15 | 9,184 | 14,268 | 15 | 10,414 | 15,908 | 15 | 11,234 | 16,318 | 15 |
| *CENTRAL FLORIDA COMM COLL | | 6,700 | 9,715 | 15 | 7,100 | 10,295 | 15 | 7,400 | 10,730 | 15 | 7,700 | 11,165 | 15 |
| *CHIPOLA JUNIOR COLLEGE | L | 6,700 | 8,400 | 12 | 7,900 | 9,640 | 12 | 8,200 | 9,940 | 12 | 9,100 | 10,840 | 12 |
| *DAYTONA BEACH COMMUNITY COLL | R | 6,552 | 10,494 | 12 | 7,074 | 11,331 | 12 | 7,641 | 12,240 | 12 | 8,253 | 13,212 | 12 |
| *FLORIDA JR COLL JACKSONVILLE | | 7,427 | 9,743 | 11 | 8,402 | 10,754 | 10 | 9,047 | 11,869 | 11 | 9,505 | 12,470 | 11 |
| *FLORIDA KEYS COMMUNITY COLL | | 7,182 | 12,443 | 14 | 7,900 | 13,322 | 14 | 8,259 | 13,767 | 14 | 9,149 | 14,879 | 14 |
| *GULF COAST COMMUNITY COLLEGE | | 7,900 | 10,000 | .. | 8,200 | 10,900 | .. | ... | ... | .. | 9,100 | 11,200 | .. |
| *HILLSBOROUGH COMMUNITY COLL | | 7,469 | 8,216 | 9 | 8,299 | 9,046 | 9 | 9,129 | 9,876 | 9 | 9,959 | 12,449 | 30 |
| *LAKE CITY COMMUNITY COLLEGE | | 7,233 | 8,457 | 11 | 8,123 | 9,793 | 15 | 8,680 | 10,905 | 20 | 10,126 | 12,908 | 25 |
| *LAKE-SUMTER COMMUNITY COLL | | 8,000 | 10,600 | 20 | 9,000 | 11,600 | 20 | 9,500 | 12,100 | 20 | 10,000 | 12,600 | 20 |
| *PENSACOLA JUNIOR COLLEGE | C,D | 7,800 | 13,728 | 20 | 8,190 | 14,430 | 20 | 8,580 | 14,820 | 20 | 9,750 | 17,238 | 20 |
| *POLK COMMUNITY COLLEGE | C,L | 7,300 | 9,975 | 13 | 8,000 | 10,675 | 13 | 8,700 | 11,375 | 13 | 9,400 | 12,075 | 13 |
| *SEMINOLE JUNIOR COLLEGE | | 7,980 | 10,605 | 15 | 8,925 | 11,550 | 15 | 9,350 | 11,975 | 15 | 9,975 | 13,275 | 15 |
| *ST JOHNS RIVER JUNIOR COLL | | 7,101 | 8,841 | 15 | 8,014 | 10,624 | 15 | 8,314 | 10,924 | 15 | 9,041 | 12,341 | 15 |
| *ST PETERSBURG JR COLLEGE | | 7,644 | 12,230 | 12 | 8,408 | 12,995 | 12 | 8,791 | 13,377 | 12 | 9,555 | 14,141 | 12 |
| *VALENCIA COMMUNITY COLLEGE | | 7,650 | 11,730 | 15 | 8,608 | 12,684 | 15 | 9,287 | 13,363 | 15 | 9,966 | 14,042 | 15 |
| GEORGIA | | | | | | | | | | | | | |
| *REINHARDT COLLEGE | | ... | ... | .. | 7,000 | 9,000 | 10 | 8,000 | 10,000 | 10 | 9,000 | 11,000 | 10 |
| YOUNG HARRIS COLLEGE | | ... | ... | .. | 7,500 | 8,499 | .. | 8,500 | 9,999 | .. | 10,000 | ... | .. |
| HAWAII | | | | | | | | | | | | | |
| *UNIV OF HAWAII COM COL SYS | | | | | | | | | | | | | |
| HAWAII COMMUNITY COLLEGE | | 7,596 | 13,128 | 14 | 8,208 | 14,208 | 14 | 9,600 | 16,608 | 14 | 10,380 | 17,964 | 14 |
| HONOLULU COMMUNITY COLLEGE | | 7,596 | 13,128 | 14 | 8,208 | 14,208 | 14 | 9,600 | 16,608 | 14 | 10,380 | 17,964 | 14 |
| KAPIOLANI COMMUNITY COLLEGE | | 7,596 | 13,128 | 14 | 8,208 | 14,208 | 14 | 9,600 | 16,608 | 14 | 10,380 | 17,964 | 14 |
| KAUAI COMMUNITY COLLEGE | | 7,596 | 13,128 | 14 | 8,208 | 14,208 | 14 | 9,600 | 16,608 | 14 | 10,380 | 17,964 | 14 |
| LEEWARD COMMUNITY COLLEGE | | 7,596 | 13,128 | 14 | 8,208 | 14,208 | 14 | 9,600 | 16,608 | 14 | 10,380 | 17,964 | 14 |
| MAUI COMMUNITY COLLEGE | | 7,596 | 13,128 | 14 | 8,208 | 14,208 | 14 | 9,600 | 16,608 | 14 | 10,380 | 17,964 | 14 |
| IDAHO | | | | | | | | | | | | | |
| *NORTH IDAHO JUNIOR COLLEGE | | ... | ... | .. | 8,000 | 11,840 | 12 | 8,640 | 12,800 | 13 | 9,280 | 14,080 | 15 |
| ILLINOIS | | | | | | | | | | | | | |
| *CARL SANDBURG COLLEGE | | 7,500 | 10,225 | 9 | 8,200 | 11,625 | 11 | 8,900 | 13,450 | 14 | 9,900 | 16,050 | 18 |
| *COLLEGE OF DUPAGE | A | ... | ... | .. | 8,900 | 14,685 | 9 | 9,968 | 17,743 | 12 | 11,125 | 21,583 | 16 |
| *COLLEGE OF LAKE COUNTY | K | ... | ... | .. | 9,216 | 13,364 | 10 | 10,322 | 14,967 | 10 | 11,982 | 17,373 | 10 |
| *ILLINOIS VALLEY COMM COLLEGE | | ... | ... | .. | 8,250 | 11,962 | 9 | 9,900 | 14,850 | 12 | 11,555 | 17,325 | 14 |
| KENDALL COLLEGE | | ... | ... | .. | 8,100 | 14,250 | 10 | 8,600 | 14,800 | 10 | 9,700 | 18,350 | 11 |
| *KISHWAUKEE COLLEGE | B | 7,200 | 10,440 | 9 | 8,200 | 11,890 | 9 | 9,430 | 14,350 | 12 | 10,660 | 16,400 | 14 |
| *LINCOLN LAND COMM COLL | | ... | ... | .. | 9,300 | 13,950 | 10 | 10,416 | 16,668 | 12 | 11,532 | 19,610 | 14 |
| *MC HENRY COUNTY COLLEGE | H | 8,505 | 14,385 | 14 | 8,925 | 14,805 | 14 | 9,345 | 15,225 | 14 | 11,025 | 17,325 | 15 |
| *MORTON COLLEGE | D,K | 8,000 | 13,025 | 15 | 8,900 | 15,275 | 15 | 9,500 | 16,925 | 15 | 10,100 | 18,575 | 15 |
| *PARKLAND COLLEGE | H | 7,700 | 19,000 | .. | 8,700 | 19,000 | .. | 9,200 | 19,000 | .. | 9,200 | 19,000 | .. |
| *PRAIRIE STATE COLLEGE | | 8,100 | 12,170 | 11 | 8,820 | 14,820 | 15 | 9,820 | 16,870 | 15 | 11,320 | 19,570 | 15 |
| *REND LAKE COLLEGE | K | 7,820 | 10,540 | 8 | 8,500 | 11,560 | 9 | 9,860 | 14,620 | 14 | 11,560 | 17,680 | 18 |
| *SAUK VALLEY COLLEGE | D,K | 6,200 | 9,100 | 12 | 8,050 | 12,925 | 13 | 10,550 | 15,825 | 12 | 11,800 | 17,725 | 12 |
| *SOUTHEASTERN ILL COLL | C | 7,500 | 10,650 | 10 | 8,500 | 11,650 | 10 | 9,400 | 13,150 | 12 | 10,900 | 16,450 | 18 |
| *SPOON RIVER COLLEGE | A,D | 8,204 | 13,163 | 11 | 8,700 | 13,163 | 10 | 10,188 | 15,643 | 12 | 11,179 | 17,130 | 13 |
| *TRITON COLLEGE | | ... | ... | .. | 9,284 | 14,390 | 11 | 10,212 | 16,805 | 13 | 12,069 | 21,121 | 15 |
| *WAUBONSEE COMM COLL | | 8,632 | 12,775 | 10 | 9,152 | 14,089 | 11 | 9,884 | 15,825 | 12 | 11,532 | 20,770 | 15 |
| INDIANA | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| IOWA | | | | | | | | | | | | | |
| *DES MOINES AREA COMM COLL | A | 7,470 | 9,462 | 6 | 8,300 | 11,620 | 10 | 9,130 | 13,778 | 14 | 9,945 | 14,925 | 15 |
| GRAND VIEW COLLEGE | U | ... | ... | .. | 7,300 | 12,921 | 12 | 8,833 | 12,921 | 12 | 9,928 | 12,921 | 12 |
| *IOWA CENTRAL C C AREA 5 | | | | | | | | | | | | | |
| IOWA C C C EAGLE GROVE | U | 6,525 | 11,275 | 16 | 7,250 | 12,215 | 16 | 7,830 | 13,037 | 16 | ... | ... | .. |
| IOWA CENTRAL C C - FT DODGE | N,O | 6,525 | 11,275 | 16 | 7,250 | 12,215 | 16 | 7,830 | 13,037 | 16 | ... | ... | .. |
| IOWA C C C WEBSTER CITY | | 6,525 | 11,275 | 16 | 7,250 | 12,215 | 16 | 7,830 | 13,037 | 16 | ... | ... | .. |
| *IOWA LAKES COMMUNITY COLLEGE | D,K | 6,000 | 10,875 | 11 | 7,500 | 12,750 | 14 | 9,000 | 14,250 | 14 | ... | ... | .. |
| *IOWA WEST COM COLL | | | | | | | | | | | | | |
| IOWA WEST C C-COUNCIL BLUFFS | | ... | ... | .. | 8,800 | 13,200 | 15 | 9,504 | 14,608 | 15 | ... | ... | .. |
| *MERGED AREA 6 COMM COLLEGE | | | | | | | | | | | | | |
| ELLSWORTH COMMUNITY COLLEGE | R | 6,750 | 10,901 | 14 | 7,887 | 12,038 | 14 | 9,320 | 13,471 | 14 | 11,890 | 16,041 | 14 |
| MARSHALLTOWN COMM COLLEGE | R | 6,750 | 10,901 | 14 | 7,887 | 12,038 | 14 | 9,320 | 13,471 | 14 | 11,890 | 16,041 | 14 |
| *NORTH IOWA AREA COMM COLLEGE | | ... | ... | .. | 7,600 | 11,251 | 10 | 8,220 | 13,162 | 12 | ... | ... | .. |
| *SOUTHEASTERN IOWA AREA C.C. | | 7,395 | 11,750 | 13 | 7,745 | 12,100 | 13 | 8,445 | 13,470 | 15 | ... | ... | .. |
| KANSAS | | | | | | | | | | | | | |
| *ALLEN COUNTY COMM JR COLLEGE | | 5,610 | 7,260 | 6 | 6,600 | 8,910 | 8 | ... | ... | .. | ... | ... | .. |
| *BUTLER COUNTY COMM COLLEGE | | 6,500 | 7,166 | 2 | 7,166 | 11,672 | 10 | 7,900 | 12,872 | 10 | 8,295 | 13,516 | 10 |
| *CENTRAL COLLEGE | S | 5,076 | 5,976 | 12 | 5,832 | 6,032 | 12 | 6,048 | 7,248 | 12 | 6,804 | 8,304 | 12 |
| *COWLEY CO COMM JUNIOR COLL | | 6,750 | 9,025 | 10 | 7,500 | 11,050 | 12 | 8,000 | 11,900 | 14 | 8,500 | 12,200 | 15 |
| *FORT SCOTT COMM JR COLLEGE | | 6,858 | 7,866 | 4 | 7,455 | 10,100 | 11 | 8,051 | 11,693 | 13 | 8,690 | 13,369 | 16 |
| *GARDEN CITY COMM JR COLLEGE | T | 5,440 | 6,664 | 3 | 6,800 | 12,240 | 11 | 8,160 | 13,600 | 11 | 9,520 | 14,960 | 11 |
| *HIGHLAND COMMUNITY JR COLL | | 6,100 | 6,760 | 2 | 6,800 | 9,860 | 9 | 7,400 | 11,820 | 13 | 7,700 | 12,460 | 14 |
| *HUTCHINSON COMM JR COLLEGE | D | 6,750 | 7,875 | 3 | 7,500 | 10,125 | 7 | 8,250 | 12,375 | 11 | 9,375 | 15,000 | 15 |

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1971-72 (CONTINUED)

| STATE AND INSTITUTION BY CONTROL | FOOT NOTE | BACHELORS MINIMUM | BACHELORS MAXIMUM | BACHELORS INCR. | MASTERS MINIMUM | MASTERS MAXIMUM | MASTERS INCR. | SIX YEARS MINIMUM | SIX YEARS MAXIMUM | SIX YEARS INCR. | DOCTORS MINIMUM | DOCTORS MAXIMUM | DOCTORS INCR. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| (* PUBLIC INSTITUTION) | | | | | | | | | | | | | |
| KANSAS(CONTINUED) | | | | | | | | | | | | | |
| *INDEPENDENCE COMM JR COLL | | ... | ... | .. | 6,400 | 9,152 | 9 | 6,720 | 10,112 | 11 | ... | ... | .. |
| *NEOSHO COUNTY COMM JR COLL | | 6,360 | 7,704 | 4 | 6,696 | 10,380 | 11 | 7,436 | 12,464 | 15 | 8,712 | 14,400 | 17 |
| *PRATT COMMUNITY JR COLLEGE | | 6,256 | 7,072 | 3 | 6,800 | 8,676 | 5 | 7,500 | 11,550 | 11 | 7,874 | 12,450 | 13 |
| KENTUCKY | | | | | | | | | | | | | |
| SUE BENNETT COLLEGE | C | 5,400 | 5,600 | 4 | 6,000 | 6,800 | 8 | 6,200 | 7,000 | 8 | 6,300 | 7,100 | 8 |
| LOUISIANA | | | | | | | | | | | | | |
| *AIRLINE COMMUNITY COLLEGE | K | 7,600 | 9,500 | 10 | 7,700 | 10,400 | 11 | 7,700 | 11,100 | 12 | 7,700 | 11,600 | 12 |
| MAINE | | | | | | | | | | | | | |
| *MAINE VOC-TECH INSTITUTES | | | | | | | | | | | | | |
| EASTERN MAINE VOC-TECH INST | | 8,358 | 12,149 | 8 | 8,748 | 13,320 | 9 | ... | ... | .. | ... | ... | .. |
| NORTHERN MAINE VOC TECH INST | | 8,358 | 12,149 | 8 | 8,748 | 13,320 | 9 | ... | ... | .. | ... | ... | .. |
| SOUTHERN MAINE VOC-TECH INST | | 8,358 | 12,149 | 8 | 8,748 | 13,320 | 9 | ... | ... | .. | ... | ... | .. |
| MARYLAND | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| MASSACHUSSETTS | | | | | | | | | | | | | |
| MT IDA JUNIOR COLLEGE | | 6,500 | 8,500 | .. | 7,500 | ... | .. | 8,000 | ... | .. | 8,500 | ... | .. |
| MICHIGAN | | | | | | | | | | | | | |
| *ALPENA COMMUNITY COLLEGE | R | 8,050 | 10,868 | .. | 8,850 | 14,208 | .. | 9,580 | 15,214 | .. | 10,224 | 15,899 | .. |
| *GENESSEE COMMUNITY COLLEGE | L | 8,525 | 13,250 | 11 | 9,325 | 15,400 | 11 | 10,125 | 16,300 | 11 | 10,800 | 16,450 | 11 |
| *GLEN OAKS COMM COLLEGE | | 6,975 | 11,858 | 9 | 7,750 | 13,718 | 11 | 8,525 | 15,578 | 13 | 9,688 | 18,368 | 16 |
| *GRAND RAPIDS JUNIOR COLLEGE | | 10,200 | 15,050 | 11 | 10,996 | 16,600 | 11 | 11,396 | 17,000 | 11 | 11,996 | 17,600 | 11 |
| *HENRY FORD COMMUNITY COLLEGE | | ... | ... | .. | 9,000 | 16,100 | 10 | 9,450 | 16,550 | 10 | 9,900 | 17,618 | 11 |
| *HIGHLAND PARK COLLEGE | D | 8,800 | 14,300 | 10 | 9,600 | 16,500 | 10 | 10,000 | 16,900 | 10 | 10,400 | 17,700 | 10 |
| *MONROE CO COMMUNITY COLLEGE | K | 7,750 | 10,060 | 8 | 9,250 | 14,200 | 12 | 9,750 | 15,470 | 12 | 10,750 | 17,350 | 12 |
| *MUSKEGON COMMUNITY COLLEGE | D | 7,875 | 12,225 | 10 | 8,625 | 13,950 | 11 | 9,000 | 14,550 | 11 | 9,675 | 15,750 | 11 |
| *SCHOOLCRAFT COLLEGE | | 8,500 | 13,900 | 9 | 9,300 | 16,300 | 10 | 9,800 | 16,800 | 10 | 10,300 | 17,300 | 10 |
| *SOUTHWESTERN MICH COLLEGE | | ... | ... | .. | 8,400 | 13,100 | .. | 8,800 | 13,500 | .. | 9,400 | 14,100 | .. |
| *ST CLAIR COUNTY COMM COLL | | 8,200 | 13,940 | 10 | 9,021 | 14,761 | 10 | 10,661 | 16,401 | 10 | 11,480 | 17,221 | 10 |
| *WAYNE COUNTY COMMUNITY COLL | | ... | ... | .. | 10,044 | 12,744 | 5 | 11,644 | 15,174 | 5 | 13,284 | 17,604 | 5 |
| MINNESOTA | | | | | | | | | | | | | |
| *MINNESOTA STATE JUNIOR COLL | | | | | | | | | | | | | |
| ANOKA-RAMSEY STATE JR COLL | | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| AUSTIN STATE JR COLL | A | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| BRAINERD ST JR COLL | A | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| FERGUS FALLS ST JR COLL | A | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| HIBBING STATE JR COLLEGE | A | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| INVER HILLS STATE JR COLL | A | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| ITASCA STATE JR COLL | A | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| LAKEWOOD STATE JR COLL | A | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| MESABI STATE JR COLL | A | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| METROPOLITAN STATE JR COLL | | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| NORMANDALE STATE JR COLL | A | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| NORTH HENNEPIN STATE JR COLL | A | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| NORTHLAND STATE JR COLL | A | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| RAINEY RIVER STATE JR COLL | A | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| ROCHESTER STATE JR COLL | A | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| VERMILLION STATE JR COLL | A | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| WORTHINGTON STATE JR COLL | A | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| WILLMAR STATE JR COLL | A | 6,955 | 13,102 | 12 | 8,295 | 15,009 | 12 | 8,767 | 15,683 | 12 | ... | ... | .. |
| MISSISSIPPI | | | | | | | | | | | | | |
| *EAST CENTRAL JUNIOR COLLEGE | | ... | ... | .. | 7,300 | 8,150 | .. | 7,600 | 8,450 | .. | 8,300 | 9,450 | .. |
| *MISS GULF COAST JR COLL | | | | | | | | | | | | | |
| JACKSON COUNTY CAMPUS | K | 7,050 | 7,450 | 4 | 7,350 | 8,575 | 10 | 8,510 | 9,735 | 10 | 9,960 | 11,185 | 10 |
| JEFFERSON DAVIS CAMPUS | K | 7,050 | 7,450 | 4 | 7,350 | 8,575 | 10 | 8,510 | 9,735 | 10 | 9,960 | 11,185 | 10 |
| PERKINSTON CAMPUS | K | 7,050 | 7,450 | 4 | 7,350 | 8,575 | 10 | 8,510 | 9,735 | 10 | 9,960 | 11,185 | 10 |
| *NORTHWEST MISS JUNIOR COLL | C | ... | ... | .. | 7,600 | 8,300 | 7 | 8,000 | 8,700 | 7 | 8,800 | 9,500 | 7 |
| WOOD JUNIOR COLLEGE | J,M | ... | ... | .. | 5,500 | 6,400 | .. | 6,500 | 7,400 | .. | 8,500 | 10,000 | .. |
| MISSOURI | | | | | | | | | | | | | |
| *CROWDER COLLEGE | E | ... | ... | .. | 6,500 | 9,768 | 12 | 7,000 | 10,606 | 13 | 7,350 | 11,655 | 15 |
| *EAST CENTRAL JUNIOR COLLEGE | | 6,800 | 8,600 | 6 | 8,100 | 11,300 | 8 | 8,900 | 12,100 | 8 | 10,300 | 15,300 | 10 |
| *METROPOLITAN JR COLL DIST | | | | | | | | | | | | | |
| LONGVIEW COMMUNITY COLLEGE | A | 7,830 | 12,615 | 11 | 8,700 | 13,485 | 11 | 10,440 | 15,225 | 11 | 11,310 | 16,530 | 12 |
| MAPLE WOODS COMM COLLEGE | A | 7,830 | 12,615 | 11 | 8,700 | 13,485 | 11 | 10,440 | 15,225 | 11 | 11,310 | 16,530 | 12 |
| PENN VALLEY COMM COLLEGE | A | 7,830 | 12,615 | 11 | 8,700 | 13,485 | 11 | 10,440 | 15,225 | 11 | 11,310 | 16,530 | 12 |
| *MINERAL AREA COLLEGE | | 7,220 | 9,044 | 7 | 7,600 | 9,728 | 8 | 8,360 | 11,704 | 12 | 9,120 | 13,376 | 15 |
| *MISSOURI SOUTHERN COLLEGE | C,E | ... | ... | .. | 8,000 | 9,500 | .. | 9,100 | 10,600 | .. | 10,000 | 15,500 | .. |
| *STATE FAIR COMMUNITY COLL | | ... | ... | .. | 7,600 | 10,000 | 6 | 8,000 | 10,800 | 7 | ... | ... | .. |
| *THREE RIVERS JUNIOR COLLEGE | | 6,100 | 8,900 | 7 | 7,500 | 11,500 | 8 | 8,300 | 12,800 | 9 | ... | ... | .. |

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1971-72 (CONTINUED)

| STATE AND INSTITUTION BY CONTROL | FOOT-NOTE | BACHELORS MINIMUM | BACHELORS MAXIMUM | BACHELORS INCR. | MASTERS MINIMUM | MASTERS MAXIMUM | MASTERS INCR. | SIX YEARS MINIMUM | SIX YEARS MAXIMUM | SIX YEARS INCR. | DOCTORS MINIMUM | DOCTORS MAXIMUM | DOCTORS INCR. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| (• PUBLIC INSTITUTION) | | | | | | | | | | | | | |
| MONTANA | | | | | | | | | | | | | |
| •FLATHEAD VALLEY COMM COLL | | ... | ... | .. | 8,060 | 11,290 | 10 | 9,030 | 12,580 | 11 | 10,400 | 14,590 | 13 |
| •MILES COMMUNITY COLLEGE | | 6,500 | 9,430 | 10 | 7,480 | 12,440 | 15 | 7,800 | 12,960 | 15 | ... | ... | .. |
| NEBRASKA | | | | | | | | | | | | | |
| •NEBRASKA WESTERN COLLEGE | B,J | 7,075 | 8,630 | 4 | 7,775 | 10,108 | 6 | 8,941 | 13,995 | 13 | ... | ... | .. |
| •NORTH PLATTE JUNIOR COLLEGE | | ... | ... | .. | 7,700 | 10,472 | .. | 8,624 | 12,320 | .. | ... | ... | .. |
| •PLATTE COLLEGE | B | ... | ... | .. | 8,000 | 11,200 | 15 | 9,200 | 13,600 | 21 | 10,400 | 16,000 | 27 |
| YORK COLLEGE | B | ... | ... | .. | 5,500 | 8,000 | .. | 6,000 | 9,300 | .. | 6,500 | 10,000 | .. |
| NEVADA | | | | | | | | | | | | | |
| •UNIV OF NEVADA SYSTEM | | | | | | | | | | | | | |
| CLARK COUNTY COMMUNITY COLL | | ... | ... | .. | 9,100 | 13,500 | 11 | 10,100 | 14,500 | 11 | 11,260 | 16,430 | 11 |
| ELKO COMMUNITY COLLEGE | | ... | ... | .. | 9,100 | 13,500 | 11 | 10,100 | 14,500 | 11 | 11,260 | 16,430 | 11 |
| WESTERN NEVADA COMM COLLEGE | | ... | ... | .. | 9,100 | 13,500 | 11 | 10,100 | 14,500 | 11 | 11,260 | 16,430 | 11 |
| NEW HAMPSHIRE | | | | | | | | | | | | | |
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| NEW JERSEY | | | | | | | | | | | | | |
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| NEW MEXICO | | | | | | | | | | | | | |
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| NEW YORK | | | | | | | | | | | | | |
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| NORTH CAROLINA | | | | | | | | | | | | | |
| • • • • • | | | | | | | | | | | | | |
| NORTH DAKOTA | | | | | | | | | | | | | |
| •LAKE REGION JR COLL | K | 6,150 | 9,000 | 8 | 7,500 | 11,363 | 11 | 8,250 | 13,125 | 14 | 9,000 | 13,875 | 14 |
| OHIO | | | | | | | | | | | | | |
| •CUYAHOGA COMM COLL | | | | | | | | | | | | | |
| CUYAHOGA C C EASTERN CAMPUS | | 7,582 | 12,817 | 12 | 8,749 | 15,276 | 12 | 9,624 | 17,024 | 12 | 11,000 | 19,498 | 12 |
| CUYAHOGA C C METRO CAMPUS | | 7,582 | 12,817 | 12 | 8,749 | 15,276 | 12 | 9,624 | 17,024 | 12 | 11,000 | 19,498 | 12 |
| CUYAHOGA C C WESTERN CAMPUS | | 7,582 | 12,817 | 12 | 8,749 | 15,276 | 12 | 9,624 | 17,024 | 12 | 11,000 | 19,498 | 12 |
| •FOUR COUNTY TECH INSTITUTE | | 6,975 | 9,675 | 12 | 7,325 | 10,900 | 13 | ... | ... | .. | 7,525 | 11,100 | 13 |
| •LAKELAND COMMUNITY COLLEGE | | 7,543 | 12,932 | 11 | 8,337 | 14,971 | 12 | 8,737 | 15,371 | 12 | 9,641 | 17,331 | 11 |
| OKLAHOMA | | | | | | | | | | | | | |
| •NORTHERN OKLAHOMA COLLEGE | R | ... | ... | .. | 8,000 | 10,240 | 12 | 8,480 | 10,720 | 12 | 9,120 | 11,360 | 12 |
| •OSCAR ROSE JUNIOR COLLEGE | C | ... | ... | .. | 7,700 | 9,800 | 21 | 8,200 | 11,200 | 30 | 9,500 | 16,500 | 70 |
| OREGON | | | | | | | | | | | | | |
| •BLUE MOUNTAIN COMM COLL | | 7,605 | 11,408 | 10 | 8,450 | 12,685 | 10 | 9,175 | 13,763 | 10 | 10,563 | 15,845 | 10 |
| •CHEMEKETA COMM COLLEGE | | 6,540 | 10,068 | 9 | 8,016 | 12,384 | 9 | 9,276 | 14,220 | 7 | 10,332 | 15,852 | 9 |
| •CLACKAMAS COMM COLLEGE | | ... | ... | .. | 8,244 | 8,652 | 9 | 8,904 | 13,812 | 9 | ... | ... | .. |
| •CLATSOP COMMUNITY COLLEGE | | 6,381 | 10,216 | 12 | 7,464 | 11,952 | 12 | 7,763 | 12,430 | 12 | 8,733 | 13,982 | 12 |
| •LANE COMMUNITY COLLEGE | | 6,694 | 10,385 | 9 | 8,368 | 12,981 | 9 | 9,037 | 14,020 | 9 | 10,041 | 15,577 | 9 |
| •LINN BENTON COMM COLLEGE | | 7,300 | 11,324 | 9 | 8,373 | 12,989 | 9 | ... | ... | .. | 9,712 | 15,066 | 9 |
| •MOUNT HOOD COMMUNITY COLLEGE | | ... | ... | .. | 6,916 | 10,633 | 9 | 8,534 | 13,143 | 9 | 10,247 | 15,801 | 9 |
| •PORTLAND COMMUNITY COLLEGE | | ... | ... | .. | 7,147 | 11,097 | 9 | 8,563 | 13,288 | 9 | ... | ... | .. |
| •TREASURE VALLEY COMM COLLEGE | U | 6,360 | 10,812 | 14 | 7,632 | 12,656 | 14 | 8,268 | 12,720 | 14 | ... | ... | .. |
| •UMPQUA COMM COLL | | 7,445 | 9,975 | 6 | 9,355 | 12,535 | 6 | ... | ... | .. | ... | ... | .. |
| PENNSYLVANIA | | | | | | | | | | | | | |
| •COMM COLL OF DELAWARE COUNTY | | 7,600 | 10,600 | 7 | 8,400 | 10,600 | 5 | ... | ... | .. | 14,700 | 16,800 | 3 |
| •HARRISBURG AREA COM COLLEGE | | 7,500 | 11,500 | .. | 8,500 | 13,500 | .. | 10,000 | 16,000 | .. | ... | ... | .. |
| •KEYSTONE JUNIOR COLLEGE | | 7,900 | 10,000 | .. | 8,500 | 13,300 | .. | 9,000 | 14,400 | .. | 10,000 | ... | .. |
| RHODE ISLAND | | | | | | | | | | | | | |
| • • • • • | | | | | | | | | | | | | |
| SOUTH CAROLINA | | | | | | | | | | | | | |
| •SPARTANBURG JUNIOR COLLEGE | | 5,830 | 6,572 | .. | 6,890 | 9,010 | 10 | ... | ... | .. | 8,056 | 8,480 | 10 |
| SOUTH DAKOTA | | | | | | | | | | | | | |
| PRESENTATION COLLEGE | | 6,720 | 9,273 | 10 | 8,602 | 11,155 | 10 | ... | ... | .. | ... | ... | .. |

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1971-72 (CONTINUED)

| STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION) | FOOT NOTE | BACHELORS MINIMUM | BACHELORS MAXIMUM | BACHELORS INCR. | MASTERS MINIMUM | MASTERS MAXIMUM | MASTERS INCR. | SIX YEARS MINIMUM | SIX YEARS MAXIMUM | SIX YEARS INCR. | DOCTORS MINIMUM | DOCTORS MAXIMUM | DOCTORS INCR. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| TENNESSEE | | | | | | | | | | | | | |
| *HIWASSEE COLLEGE | H | 6,600 | 7,750 | 10 | 6,900 | 8,500 | 10 | 7,400 | 9,000 | 10 | 9,000 | 11,600 | 10 |
| *TENN STATE COMM COLLEGES | | | | | | | | | | | | | |
| CLEVELAND STATE COMM COLLEGE | | 6,200 | 8,510 | .. | 7,200 | 11,860 | .. | 7,500 | 13,125 | .. | 8,800 | 17,430 | .. |
| COLUMBIA STATE COMM COLLEGE | | 6,200 | 8,510 | .. | 7,200 | 11,860 | .. | 7,500 | 13,125 | .. | 8,800 | 17,430 | .. |
| DYERSBURG STATE COMM COLL | | 6,200 | 8,510 | .. | 7,200 | 11,860 | .. | 7,500 | 13,125 | .. | 8,800 | 17,430 | .. |
| JACKSON STATE COMM COLLEGE | | 6,200 | 8,510 | .. | 7,200 | 11,860 | .. | 7,500 | 13,125 | .. | 8,800 | 17,430 | .. |
| MOTLOW STATE COMM COLLEGE | | 6,200 | 8,510 | .. | 7,200 | 11,860 | .. | 7,500 | 13,125 | .. | 8,800 | 17,430 | .. |
| VOLUNTEER STATE COMM COLLEGE | | 6,200 | 8,510 | .. | 7,200 | 11,860 | .. | 7,500 | 13,125 | .. | 8,800 | 17,430 | .. |
| WALTERS STATE COMM COLLEGE | | 6,200 | 8,510 | .. | 7,200 | 11,860 | .. | 7,500 | 13,125 | .. | 8,800 | 17,430 | .. |
| TEXAS | | | | | | | | | | | | | |
| *ALVIN JUNIOR COLLEGE | B | 7,184 | 9,037 | .. | 8,000 | 10,500 | 10 | 8,750 | 11,250 | 10 | 9,250 | 11,750 | 10 |
| *AMARILLO JUNIOR COLLEGE | B | 7,370 | 9,515 | .. | 7,700 | 9,845 | 11 | 8,030 | 10,835 | 15 | 8,690 | 12,320 | 20 |
| *ANGELINA COLLEGE | B | ... | ... | .. | 8,004 | 9,060 | 8 | 8,760 | 9,816 | 8 | 9,744 | 10,896 | 8 |
| *BEE COUNTY COLLEGE | | ... | ... | .. | 7,500 | 10,000 | .. | 8,000 | 10,500 | .. | 9,000 | 11,500 | .. |
| *BRAZOSPORT COLLEGE | C | ... | ... | .. | 8,145 | 12,240 | 13 | 8,640 | 13,050 | 14 | 9,630 | 14,670 | 16 |
| *CLARENDON COLLEGE | | 6,900 | 7,900 | 10 | 8,000 | 9,500 | 15 | 8,200 | 9,700 | 15 | 8,500 | 10,000 | 15 |
| *COLLEGE OF THE MAINLAND | C | 8,957 | 14,501 | 14 | 9,849 | 15,950 | 14 | 10,185 | 16,485 | 14 | 10,458 | 16,916 | 14 |
| *COOKE COUNTY JUNIOR COLLEGE | E | ... | ... | .. | 7,700 | 8,900 | .. | 8,200 | 10,000 | .. | ... | ... | .. |
| *GALVESTON COLLEGE | B | 7,208 | 10,647 | 10 | 8,268 | 12,212 | 10 | 9,082 | 13,413 | 10 | 10,145 | 14,980 | 10 |
| *GRAYSON COUNTY JUNIOR COLL | C | ... | ... | .. | 7,950 | 9,200 | 10 | 8,450 | 9,700 | 10 | 9,450 | 10,950 | 10 |
| *HENDERSON COUNTY JR COLLEGE | C | ... | ... | .. | 7,200 | 9,000 | 18 | 7,800 | 9,600 | 18 | 9,500 | 11,300 | 18 |
| *HOWARD COUNTY JUNIOR COLLEGE | | 6,300 | 7,800 | 15 | 7,000 | 9,200 | 22 | 7,300 | 9,500 | 22 | 8,600 | 10,800 | 22 |
| *LAREDO JUNIOR COLLEGE | | 6,250 | 6,550 | 3 | 7,950 | 9,490 | 20 | 8,850 | 11,100 | 20 | 10,250 | 12,500 | 20 |
| *LEE COLLEGE DISTRICT | B | 7,600 | 7,900 | 1 | 8,200 | 13,900 | 19 | 9,100 | 14,800 | 19 | 10,600 | 16,300 | 19 |
| *MCLENNAN COMMUNITY COLLEGE | B | ... | ... | .. | 8,250 | 8,850 | .. | 9,010 | 11,410 | .. | 10,060 | 13,260 | .. |
| *ODESSA C CENTRAL OFFICE | | | | | | | | | | | | | |
| ODESSA COLLEGE MAIN CAMPUS | | ... | ... | .. | 7,700 | 9,800 | 7 | 8,300 | 10,400 | 7 | 10,200 | 14,200 | 8 |
| ODESSA COLLEGE MIDLAND | | ... | ... | .. | 7,700 | 9,800 | 7 | 8,300 | 10,400 | 7 | 10,200 | 14,200 | 8 |
| *PARIS JUNIOR COLLEGE | C | 6,550 | 8,425 | 10 | 7,180 | 9,030 | 10 | 7,680 | 9,530 | 10 | 8,180 | 10,030 | 10 |
| *RANGER JUNIOR COLLEGE | | ... | ... | .. | 7,400 | 8,200 | 4 | 7,900 | 10,700 | 14 | ... | ... | .. |
| *SAN ANTONIO UN JR COLL DIST | | | | | | | | | | | | | |
| SAINT PHILLIP'S COLLEGE | C | 5,200 | 8,000 | .. | 6,300 | 11,000 | .. | 6,800 | 12,000 | .. | 8,000 | 16,300 | .. |
| SAN ANTONIO COLLEGE | C | 5,200 | 8,000 | .. | 6,300 | 11,000 | .. | 6,800 | 12,000 | .. | 8,000 | 16,300 | .. |
| *SOUTHWEST TEXAS JR COLLEGE | C | 7,000 | 9,000 | 20 | 8,300 | 10,700 | 24 | 8,550 | 11,200 | 26 | 9,800 | 12,800 | 24 |
| *TEXARCANA COLLEGE | | 7,240 | 7,730 | .. | 7,740 | 10,150 | .. | 8,740 | 11,150 | .. | 9,240 | 11,650 | .. |
| *TEXAS SOUTHMOST COLLEGE | | ... | ... | .. | 7,700 | 8,150 | 3 | 8,700 | 10,500 | 12 | 9,900 | 11,700 | 12 |
| *WEATHERFORD COLLEGE | | 6,300 | 7,100 | 4 | 7,300 | 8,100 | 4 | 8,300 | 10,900 | 13 | 9,300 | 11,900 | 13 |
| UTAH | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| VERMONT | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| VIRGINIA | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| WASHINGTON | | | | | | | | | | | | | |
| *BELLEVUE COMM COLL | | ... | ... | .. | 8,200 | 11,480 | 10 | ... | ... | .. | 9,266 | 18,368 | 10 |
| *BIG BEND COMMUNITY COLLEGE | | ... | ... | .. | 10,000 | 12,500 | 5 | 11,000 | 13,500 | 5 | ... | ... | .. |
| *CENTRALIA COLLEGE | | 7,559 | 11,306 | 11 | 8,215 | 12,645 | 13 | 8,777 | 13,547 | 14 | 10,301 | 15,860 | 17 |
| *EDMONDS COMMUNITY COLLEGE | C | 7,502 | 10,652 | 10 | 8,867 | 12,962 | 13 | 9,497 | 13,592 | 13 | 11,560 | 15,655 | 13 |
| *FORT STEILACOOM COMM COLL | | 7,270 | 8,142 | 4 | 8,506 | 13,231 | 11 | 9,451 | 14,176 | 12 | 11,196 | 17,521 | 14 |
| *GRAYS HARBOR COLLEGE | | 7,636 | 9,379 | 7 | 8,300 | 11,952 | 11 | 8,798 | 13,114 | 13 | 10,043 | 16,766 | 18 |
| *GREEN RIVER COLLEGE | | ... | ... | .. | 8,769 | 13,622 | 14 | 9,258 | 14,397 | 14 | 11,297 | 16,722 | 14 |
| *HIGHLINE COMMUNITY COLLEGE | | 7,620 | 12,040 | 13 | 8,300 | 11,700 | 10 | ... | ... | .. | 9,660 | 16,800 | 17 |
| *LOWER COLUMBIA COLLEGE | F | ... | ... | .. | 8,300 | 14,550 | .. | 9,869 | 15,895 | .. | 9,869 | 15,895 | .. |
| *SKAGIT VALLEY COLLEGE | | 7,526 | 10,721 | 15 | 8,236 | 11,431 | 15 | 8,946 | 12,141 | 15 | 9,656 | 12,851 | 15 |
| *WASH ST COMM COLL DIST 17 | | ... | ... | .. | 9,986 | 14,173 | 13 | 10,630 | 15,140 | 14 | 11,828 | 16,699 | 14 |
| *WENATCHEE VALLEY COLLEGE | | 7,014 | 9,686 | 8 | 8,350 | 11,690 | 10 | 9,018 | 13,026 | 12 | 12,859 | 16,199 | 10 |
| *YAKIMA VALLEY COLLEGE | | 7,253 | 12,434 | 12 | 8,635 | 13,816 | 12 | 9,153 | 14,334 | 12 | 10,448 | 15,629 | 12 |
| WEST VIRGINIA | | | | | | | | | | | | | |
| OHIO VALLEY COLLEGE | | 5,800 | 7,000 | .. | 5,800 | 8,300 | .. | 6,800 | 9,500 | .. | 7,800 | 10,000 | .. |
| WISCONSIN | | | | | | | | | | | | | |
| *AREA VOC TECH AD ED DIST 14 | C | 7,600 | 10,944 | 11 | 8,600 | 13,160 | 15 | 9,400 | 13,960 | 15 | ... | ... | .. |
| *DIST 1 TECH INST EAU CLAIRE | C | 7,650 | 12,050 | .. | 8,650 | 13,325 | .. | 9,180 | 13,943 | .. | 9,450 | 14,400 | .. |
| *KENOSHA TECHNICAL INSTITUTE | A | 8,000 | 10,400 | 6 | 9,000 | 13,800 | 12 | 10,000 | 14,800 | 12 | 10,500 | 15,300 | 12 |
| *WESTERN WISCONSIN TECH INST | | 7,600 | 11,400 | 10 | 8,600 | 13,760 | 12 | 9,500 | 13,860 | 12 | ... | ... | .. |
| WYOMING | | | | | | | | | | | | | |
| *NORTHWEST COMMUNITY COLLEGE | C | ... | ... | .. | 7,400 | 11,150 | 10 | 8,144 | 12,644 | 12 | 9,000 | 14,250 | 14 |
| *WESTERN WYOMING COMM COLLEGE | | 7,200 | 7,800 | 2 | 7,800 | 11,400 | 9 | 8,600 | 13,400 | 12 | 9,400 | 15,000 | 14 |
| CANAL ZONE | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |

PART A. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY ACADEMIC PREPARATION, 1971-72 (CONTINUED)

| STATE AND INSTITUTION BY CONTROL | FOOT NOTE | BACHELORS MINIMUM | BACHELORS MAXIMUM | BACHELORS INCR. | MASTERS MINIMUM | MASTERS MAXIMUM | MASTERS INCR. | SIX YEARS MINIMUM | SIX YEARS MAXIMUM | SIX YEARS INCR. | DOCTORS MINIMUM | DOCTORS MAXIMUM | DOCTORS INCR. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| (• PUBLIC INSTITUTION) | | | | | | | | | | | | | |
| PUERTO RICO | | | | | | | | | | | | | |
| •COMM COLLEGES-U-PUERTO RICO | | 6,600 | 10,680 | 22 | 8,160 | 12,240 | 22 | ... | ... | .. | 10,500 | 14,580 | 22 |
| •INTER-AMERICAN UNIV OF P R | | | | | | | | | | | | | |
| INTER-AMER UNIV AGUEDILLA | | 5,800 | 11,900 | .. | 7,240 | 13,340 | .. | ... | ... | .. | 9,400 | 15,500 | .. |
| INTER-AMER UNIV ARECIBO | | 5,800 | 11,900 | .. | 7,240 | 13,340 | .. | ... | ... | .. | 9,400 | 15,500 | .. |
| INTER-AMER UNIV BARRANQUITAS | | 5,800 | 11,900 | .. | 7,240 | 13,340 | .. | ... | ... | .. | 9,400 | 15,500 | .. |
| INTER-AMER UNIV BAYAMON | | 5,800 | 11,900 | .. | 7,240 | 13,340 | .. | ... | ... | .. | 9,400 | 15,500 | .. |
| INTER-AMER UNIV PUNCE | | 5,800 | 11,900 | .. | 7,240 | 13,340 | .. | ... | ... | .. | 9,400 | 15,500 | .. |

[a] 6-year salaries are for the master's plus 40 semester units.
[b] 6-year salaries are for the master's plus 36 semester units.
[c] 6-year salaries are for the master's plus 24 semester units.
[d] Salaries shown exclude long service increments.
[e] Salaries shown include merit increments.
[f] 6-year salaries are for the bachelor's plus 56 units including the master's.
[g] 6-year salaries are for the master's plus 28 semester units.
[h] 6-year salaries are for the master's plus 45 semester units.
[i] 6-year salaries are for the master's plus 20 semester units.
[j] Doctoral salaries are negotiable.
[k] 6-year salaries are for the master's plus 32 semester units.
[l] Minimum shown is for annual contract; maximum is for continuing contract.
[m] 6-year salaries are for the master's plus 27 semester units.
[n] Four years experience required for each of final two increments.
[o] Five years experience required for final increments.
[p] Three year intervals required for each of final three increments.
[q] Does not apply to all faculty as wage freeze requires that some faculty be paid at 1970-71 levels.
[r] 6-year salaries are for the specialist diploma.
[s] Faculty must earn 6 credit hours during first five years of employment.
[t] Faculty must earn five credit hours to advance from one level of preparation to another level each 4-year period.

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1971-72

| STATE AND INSTITUTION BY CONTROL (* PUBLIC INSTITUTION) | FOOT NOTE | INSTRUCTOR MINIMUM | INSTRUCTOR MAXIMUM | INSTRUCTOR INCR. | ASSISTANT PROFESSOR MINIMUM | ASSISTANT PROFESSOR MAXIMUM | ASSISTANT PROFESSOR INCR. | ASSOCIATE PROFESSOR MINIMUM | ASSOCIATE PROFESSOR MAXIMUM | ASSOCIATE PROFESSOR INCR. | PROFESSOR MINIMUM | PROFESSOR MAXIMUM | PROFESSOR INCR. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ALABAMA | | | | | | | | | | | | | |
| MARION INSTITUTE | | 5,400 | 6,500 | .. | ... | ... | .. | 6,500 | 7,300 | .. | ... | ... | .. |
| ALASKA | | | | | | | | | | | | | |
| *U OF ALASKA COMM COLL | | | | | | | | | | | | | |
| ANCHORAGE COMMUNITY COLLEGE | | 9,000 | 12,375 | 15 | 12,600 | 15,975 | 15 | 16,200 | 19,575 | 15 | 19,800 | 23,175 | 15 |
| JUNEAU DOUGLAS COMM COLLEGE | | 9,000 | 12,375 | 15 | 12,600 | 15,975 | 15 | 16,200 | 19,575 | 15 | 19,800 | 23,175 | 15 |
| KENAI PENINSULA COMM COLL | | 9,000 | 12,375 | 15 | 12,600 | 15,975 | 15 | 16,200 | 19,575 | 15 | 19,800 | 23,175 | 15 |
| KETCHIKAN COMMUNITY COLLEGE | | 9,000 | 12,375 | 15 | 12,600 | 15,975 | 15 | 16,200 | 19,575 | 15 | 19,800 | 23,175 | 15 |
| KODIAK COMMUNITY COLLEGE | | 9,000 | 12,375 | 15 | 12,600 | 15,975 | 15 | 16,200 | 19,575 | 15 | 19,800 | 23,175 | 15 |
| MATANUSKA SUSITNA COMM COLL | | 9,000 | 12,375 | 15 | 12,600 | 15,975 | 15 | 16,200 | 19,575 | 15 | 19,800 | 23,175 | 15 |
| SITKA COMMUNITY COLLEGE | | 9,000 | 12,375 | 15 | 12,600 | 15,975 | 15 | 16,200 | 19,575 | 15 | 19,800 | 23,175 | 15 |
| ARIZONA | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| ARKANSAS | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| CALIFORNIA | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| COLORADO | | | | | | | | | | | | | |
| *COLORADO MOUNTAIN COLLEGE | | | | | | | | | | | | | |
| COLO MOUNTAIN COLL EAST CAMP | | 7,130 | 11,060 | 9 | 7,710 | 12,490 | 9 | 8,510 | 13,570 | 8 | 9,830 | 16,280 | 8 |
| COLO MOUNTAIN COLL WEST CAMP | | 7,130 | 11,060 | 9 | 7,710 | 12,490 | 9 | 8,510 | 13,570 | 8 | 9,830 | 16,280 | 8 |
| CONNECTICUT | | | | | | | | | | | | | |
| *CONNECTICUT ST TECH COLLEGES | | | | | | | | | | | | | |
| HARTFORD STATE TECH COLLEGE | | 8,000 | 13,200 | .. | 10,000 | 15,830 | .. | 14,000 | 21,260 | .. | 17,000 | 29,900 | .. |
| NORWALK STATE TECHNICAL COLL | | 8,000 | 13,200 | .. | 10,000 | 15,830 | .. | 14,000 | 21,260 | .. | 17,000 | 29,900 | .. |
| THAMES VALLEY ST TECH COLL | | 8,000 | 13,200 | .. | 10,000 | 15,830 | .. | 14,000 | 21,260 | .. | 17,000 | 29,900 | .. |
| WATERBURY STATE TECH COLLEGE | | 8,000 | 13,200 | .. | 10,000 | 15,830 | .. | 14,000 | 21,260 | .. | 17,000 | 29,900 | .. |
| *CONN REGIONAL COMM COLLEGES | | | | | | | | | | | | | |
| GREATER HARTFORD COMM COLL | B | 10,179 | 12,537 | 6 | 11,336 | 13,826 | 6 | 13,802 | 17,078 | 6 | 16,098 | 19,770 | 6 |
| HOUSATONIC COMM COLLEGE | | 10,179 | 12,537 | 6 | 11,336 | 13,826 | 6 | 13,802 | 17,078 | 6 | 16,098 | 19,770 | 6 |
| MANCHESTER COMM COLLEGE | | 10,179 | 12,537 | 6 | 11,336 | 13,826 | 6 | 13,802 | 17,078 | 6 | 16,098 | 19,770 | 6 |
| MATTATUCK COMM COLLEGE | | 10,179 | 12,537 | 6 | 11,336 | 13,826 | 6 | 13,802 | 17,078 | 6 | 16,098 | 19,770 | 6 |
| MIDDLESEX COMM COLLEGE | | 10,179 | 12,537 | 6 | 11,336 | 13,826 | 6 | 13,802 | 17,078 | 6 | 16,098 | 19,770 | 6 |
| MOHEGAN COMMUNITY COLLEGE | | 10,179 | 12,537 | 6 | 11,336 | 13,826 | 6 | 13,802 | 17,078 | 6 | 16,098 | 19,770 | 6 |
| NORTHWESTERN CONN COMM COLL | | 10,179 | 12,537 | 6 | 11,336 | 13,826 | 6 | 13,802 | 17,078 | 6 | 16,098 | 19,770 | 6 |
| NORWALK COMMUNITY COLLEGE | | 10,179 | 12,537 | 6 | 11,336 | 13,826 | 6 | 13,802 | 17,078 | 6 | 16,098 | 19,770 | 6 |
| QUINEBAUG VALLEY COMM COLL | | 10,179 | 12,537 | 6 | 11,336 | 13,826 | 6 | 13,802 | 17,078 | 6 | 16,098 | 19,770 | 6 |
| SOUTH CENTRAL COMM COLL | | 10,179 | 12,537 | 6 | 11,336 | 13,826 | 6 | 13,802 | 17,078 | 6 | 16,098 | 19,770 | 6 |
| TUNXIS COMM COLL | | 10,179 | 12,537 | 6 | 11,336 | 13,826 | 6 | 13,802 | 17,078 | 6 | 16,098 | 19,770 | 6 |
| POST JUNIOR COLLEGE | | 8,200 | 11,800 | 9 | 9,040 | 13,090 | 9 | 9,850 | 14,350 | 9 | 11,220 | 16,170 | 9 |
| QUINNIPIAC COLLEGE | | 8,858 | 11,073 | 8 | 9,965 | 13,066 | 8 | 11,903 | 15,889 | 8 | 14,893 | 19,765 | 8 |
| DELAWARE | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| DISTRICT OF COLUMBIA | | | | | | | | | | | | | |
| *WASHINGTON TECH INSTITUTE | | 8,525 | 11,500 | 8 | 10,380 | 14,020 | 8 | 11,965 | 16,165 | 8 | 14,020 | 18,965 | 8 |
| FLORIDA | | | | | | | | | | | | | |
| *GULF COAST COMMUNITY COLLEGE | B | 7,900 | 10,000 | 18 | 8,200 | 10,300 | 18 | 8,800 | 10,900 | 18 | 9,100 | 11,200 | 18 |
| *INDIAN RIVER COMMUNITY COLL | | 8,000 | 14,450 | .. | 10,000 | 14,850 | .. | 12,000 | 16,850 | .. | 14,000 | 18,850 | .. |
| *MIAMI DADE JR COLLEGE | | 9,840 | 12,060 | 9 | 10,680 | 14,600 | 13 | 12,120 | 16,800 | 10 | 13,980 | 19,000 | 11 |
| *NORTH FLORIDA JUNIOR COLLEGE | | 8,000 | 10,200 | 18 | 8,300 | 10,500 | 18 | 8,600 | 10,800 | 18 | 10,400 | 13,500 | 15 |
| *PENSACOLA JUNIOR COLLEGE | | 7,800 | 14,898 | 20 | 8,268 | 15,522 | 20 | 9,282 | 16,302 | 20 | 12,090 | 17,238 | 20 |
| GEORGIA | | | | | | | | | | | | | |
| *FLOYD JUNIOR COLLEGE | B | 8,000 | 10,000 | .. | 9,000 | 11,500 | .. | 10,500 | 12,000 | .. | 11,000 | 14,000 | .. |
| HAWAII | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| IDAHO | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| ILLINOIS | | | | | | | | | | | | | |
| *CITY COLLEGES OF CHICAGO | | 10,415 | 15,500 | 13 | 11,815 | 18,315 | 15 | 13,250 | 20,315 | 15 | 15,050 | 22,315 | 15 |
| *SAUK VALLEY COLLEGE | B | 8,050 | 10,750 | 8 | 9,300 | 12,925 | 10 | 10,550 | 15,825 | 12 | 11,800 | 17,725 | 12 |

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1971-72 (CONTINUED)

| STATE AND INSTITUTION BY CONTROL (• PUBLIC INSTITUTION) | FOOT NOTE | INSTRUCTOR MINIMUM | INSTRUCTOR MAXIMUM | INSTRUCTOR INCR. | ASSISTANT PROFESSOR MINIMUM | ASSISTANT PROFESSOR MAXIMUM | ASSISTANT PROFESSOR INCR. | ASSOCIATE PROFESSOR MINIMUM | ASSOCIATE PROFESSOR MAXIMUM | ASSOCIATE PROFESSOR INCR. | PROFESSOR MINIMUM | PROFESSOR MAXIMUM | PROFESSOR INCR. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| INDIANA | | | | | | | | | | | | | |
| •INDIANAPOLIS VOC TECH INST | | 8,000 | 11,000 | .. | 9,000 | 12,500 | .. | 10,000 | 14,000 | .. | 12,000 | 16,000 | .. |
| IOWA | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| KANSAS | | | | | | | | | | | | | |
| •ALLEN COUNTY COMM JR COLLEGE | | 5,610 | 10,890 | 12 | ... | ... | .. | ... | ... | .. | ... | ... | .. |
| KENTUCKY | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| LOUISIANA | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| MAINE | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| MARYLAND | | | | | | | | | | | | | |
| •ANNE ARUNDEL COMMUNITY COLL | | 7,500 | 11,000 | .. | 8,500 | 13,000 | .. | 10,500 | 15,000 | .. | 12,500 | 18,000 | .. |
| •CATONSVILLE COMMUNITY COLL | | 8,790 | 11,190 | 16 | 10,520 | 13,720 | 16 | 12,310 | 16,310 | 16 | 14,365 | 19,165 | 16 |
| •CECIL COMMUNITY COLLEGE | | 6,500 | 9,700 | 10 | 7,700 | 11,900 | 10 | 9,200 | 14,400 | 10 | 10,000 | 16,200 | 10 |
| •COMM COLLEGE OF BALTIMORE | | 8,901 | 12,297 | 11 | 10,727 | 15,255 | 11 | 12,091 | 17,750 | 11 | 14,123 | 20,914 | 11 |
| •DUNDALK COMMUNITY COLLEGE | | 10,548 | 13,428 | 16 | 12,624 | 16,464 | 16 | 14,772 | 19,572 | 16 | 17,238 | 22,998 | 16 |
| •ESSEX COMMUNITY COLLEGE | | 8,790 | 11,190 | 16 | 10,520 | 13,720 | 16 | 12,310 | 16,310 | 16 | 14,365 | 19,165 | 16 |
| •FREDERICK COMM COLLEGE | | 8,025 | 11,025 | 10 | 9,095 | 13,095 | 10 | 11,235 | 16,235 | 10 | 12,305 | 18,305 | 10 |
| •HAGERSTOWN JUNIOR COLLEGE | B | 7,000 | 9,400 | .. | 8,500 | 11,700 | .. | 9,000 | 13,000 | .. | 10,500 | 15,300 | .. |
| •HARFORD COMMUNITY COLLEGE | | 8,340 | 12,390 | 9 | 9,820 | 14,590 | 9 | 11,670 | 16,630 | 8 | 13,700 | 19,380 | 8 |
| MASSACHUSSETTS | | | | | | | | | | | | | |
| LASELL JUNIOR COLLEGE | | 7,500 | 9,500 | .. | 8,500 | 11,000 | .. | 10,000 | 13,500 | .. | 12,000 | 15,500 | .. |
| LEICESTER JUNIOR COLLEGE | | 6,800 | 9,000 | .. | 8,000 | 10,500 | .. | 9,000 | 12,000 | .. | 10,500 | 15,000 | .. |
| •MASS COMMUNITY COLL SYSTEM | | | | | | | | | | | | | |
| BERKSHIRE COMM COLL | | 8,130 | 11,138 | 9 | 9,516 | 13,166 | 9 | 11,404 | 16,203 | 9 | 14,214 | 20,241 | 9 |
| BRISTOL COMM COLL | | 8,130 | 11,138 | 9 | 9,516 | 13,166 | 9 | 11,404 | 16,203 | 9 | 14,214 | 20,241 | 9 |
| CAPE COD COMM COLL | | 8,130 | 11,138 | 9 | 9,516 | 13,166 | 9 | 11,404 | 16,203 | 9 | 14,214 | 20,241 | 9 |
| GREENFIELD COMM COLL | | 8,130 | 11,138 | 9 | 9,516 | 13,166 | 9 | 11,404 | 16,203 | 9 | 14,214 | 20,241 | 9 |
| HOLYOKE COMM COLL | | 8,130 | 11,138 | 9 | 9,516 | 13,166 | 9 | 11,404 | 16,203 | 9 | 14,214 | 20,241 | 9 |
| MASSACHUSETTS BAY COMM COLL | | 8,130 | 11,138 | 9 | 9,516 | 13,166 | 9 | 11,404 | 16,203 | 9 | 14,214 | 20,241 | 9 |
| MASSASOIT COMM COLL | | 8,130 | 11,138 | 9 | 9,516 | 13,166 | 9 | 11,404 | 16,203 | 9 | 14,214 | 20,241 | 9 |
| MIDDLESEX COMM COLL | | 8,130 | 11,138 | 9 | 9,516 | 13,166 | 9 | 11,404 | 16,203 | 9 | 14,214 | 20,241 | 9 |
| MOUNT WACHUSETT COMM COLL | | 8,130 | 11,138 | 9 | 9,516 | 13,166 | 9 | 11,404 | 16,203 | 9 | 14,214 | 20,241 | 9 |
| NORTHERN ESSEX COMM COLL | | 8,130 | 11,138 | 9 | 9,516 | 13,166 | 9 | 11,404 | 16,203 | 9 | 14,214 | 20,241 | 9 |
| NORTH SHORE COMM COLL | | 8,130 | 11,138 | 9 | 9,516 | 13,166 | 9 | 11,404 | 16,203 | 9 | 14,214 | 20,241 | 9 |
| QUINSIGAMOND COMM COLL | | 8,130 | 11,138 | 9 | 9,516 | 13,166 | 9 | 11,404 | 16,203 | 9 | 14,214 | 20,241 | 9 |
| •NEWTON JUNIOR COLLEGE | | 8,455 | 12,385 | 10 | 10,290 | 14,880 | 10 | 12,385 | 16,805 | 9 | 14,610 | 19,335 | 9 |
| •SPRINGFIELD TECHNICAL C. C. | | 8,130 | 11,138 | 9 | 9,516 | 13,166 | 9 | 11,404 | 16,203 | 9 | 14,214 | 20,241 | 9 |
| MICHIGAN | | | | | | | | | | | | | |
| •GOGEBIC COMMUNITY COLLEGE | | 7,550 | 12,212 | .. | 8,450 | 12,501 | .. | 8,650 | 12,804 | .. | 8,950 | 13,249 | .. |
| •OAKLAND COMMUNITY COLLEGE | | 9,650 | 14,162 | 8 | 11,140 | 16,363 | 8 | 12,864 | 18,911 | 8 | 14,860 | 20,829 | 7 |
| MINNESOTA | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| MISSISSIPPI | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| MISSOURI | | | | | | | | | | | | | |
| •MISSOURI SOUTHERN COLLEGE | B | 8,000 | 11,500 | .. | 8,700 | 12,500 | .. | 10,000 | 13,500 | .. | 12,000 | 15,500 | .. |
| •ST LOUIS JUNIOR COLL DIST | | | | | | | | | | | | | |
| FLORISSANT VALLEY COMM COLL | | 8,428 | 11,157 | 7 | 10,247 | 13,237 | 7 | 12,197 | 15,490 | 7 | 14,364 | 18,133 | 7 |
| MERAMEC COMM COLLEGE | | 8,428 | 11,157 | 7 | 10,247 | 13,237 | 7 | 12,197 | 15,490 | 7 | 14,364 | 18,133 | 7 |
| FOREST PARK COMM COLLEGE | | 8,428 | 11,157 | 7 | 10,247 | 13,237 | 7 | 12,197 | 15,490 | 7 | 14,364 | 18,133 | 7 |
| MONTANA | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| NEBRASKA | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| NEVADA | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1971-72 (CONTINUED)

| STATE AND INSTITUTION BY CONTROL | FOOT NOTE | INSTRUCTOR MINIMUM | INSTRUCTOR MAXIMUM | INSTRUCTOR INCR. | ASSISTANT PROFESSOR MINIMUM | ASSISTANT PROFESSOR MAXIMUM | ASSISTANT PROFESSOR INCR. | ASSOCIATE PROFESSOR MINIMUM | ASSOCIATE PROFESSOR MAXIMUM | ASSOCIATE PROFESSOR INCR. | PROFESSOR MINIMUM | PROFESSOR MAXIMUM | PROFESSOR INCR. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| (* PUBLIC INSTITUTION) | | | | | | | | | | | | | |
| NEW HAMPSHIRE | | | | | | | | | | | | | |
| *NEW HAMPSHIRE TECHNICAL INST | | 7,371 | 9,235 | 4 | 8,078 | 10,163 | 4 | 8,811 | 10,920 | 4 | 10,225 | 12,846 | 4 |
| NEW JERSEY | | | | | | | | | | | | | |
| *ATLANTIC COMMUNITY COLLEGE | | 7,400 | 10,500 | .. | 8,600 | 15,500 | .. | 11,400 | 17,500 | .. | 13,300 | 20,000 | .. |
| *BERGEN COMMUNITY COLLEGE | | 9,011 | 12,611 | .. | 10,460 | 16,460 | .. | 12,616 | 18,616 | .. | 16,020 | 22,020 | .. |
| *BROOKDALE COMMUNITY COLLEGE | B | 8,500 | 11,756 | 8 | 10,300 | 14,294 | 8 | 12,400 | 17,371 | 8 | 14,500 | 21,116 | 9 |
| *BURLINGTON COUNTY COLLEGE | | 8,100 | 11,663 | .. | 9,600 | 14,017 | .. | 11,500 | 16,799 | .. | 13,800 | 20,009 | .. |
| *ESSEX COUNTY COLLEGE | | 8,646 | 14,514 | .. | 9,780 | 16,977 | .. | 11,400 | 19,440 | .. | 14,700 | 23,718 | .. |
| *GLOUCESTER COUNTY COLLEGE | | 8,900 | 11,700 | 7 | 10,100 | 13,250 | 7 | 11,700 | 15,700 | 8 | 13,700 | 18,100 | 8 |
| LUTHER COLLEGE | | 7,700 | 8,800 | 10 | 8,250 | 10,725 | 15 | 9,900 | 12,100 | 10 | 12,100 | 14,850 | 5 |
| *MERCER COUNTY COMM COLLEGE | | 8,525 | 11,750 | .. | 9,900 | 14,200 | .. | 12,100 | 17,300 | .. | 14,200 | 20,200 | .. |
| *OCEAN COUNTY COLLEGE | B | 9,112 | 12,157 | 8 | 10,413 | 13,934 | 8 | 12,475 | 16,759 | 8 | 14,979 | 20,187 | 8 |
| TOMBROCK COLLEGE | | 8,000 | 9,200 | 4 | 9,000 | 10,200 | 3 | 10,500 | 11,500 | 2 | 12,000 | 12,600 | 1 |
| NEW MEXICO | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| NEW YORK | | | | | | | | | | | | | |
| *ADIRONDACK COMMUNITY COLLEGE | | 8,550 | 11,350 | 7 | 9,600 | 13,600 | 8 | 10,850 | 16,250 | 9 | 12,200 | 19,200 | 10 |
| *AGRIC-TECH COLLEGE-DELHI | | 7,500 | 11,450 | 13 | 8,000 | 16,450 | 24 | 10,000 | 21,000 | 27 | 12,500 | 28,200 | 31 |
| *AUBURN COMM COLLEGE | | 8,300 | 11,533 | 7 | 9,400 | 13,944 | 8 | 11,200 | 15,885 | 7 | 12,900 | 18,203 | 7 |
| *BROOME COMMUNITY COLLEGE | | 7,530 | 11,380 | 10 | 8,335 | 13,835 | 10 | 9,680 | 15,380 | 10 | 11,375 | 18,275 | 10 |
| *CITY UNIVERSITY OF NEW YORK | | | | | | | | | | | | | |
| BOROUGH OF MANHATTAN COM COL | B | 12,700 | 17,150 | 7 | 13,330 | 20,830 | 7 | 17,830 | 25,500 | 7 | 22,500 | 31,275 | 7 |
| BRONX COMMUNITY COLLEGE | B | 12,700 | 17,150 | 7 | 13,330 | 20,830 | 7 | 17,830 | 25,500 | 7 | 22,500 | 31,275 | 7 |
| HOSTOS COMMUNITY COLLEGE | B | 12,700 | 17,150 | 7 | 13,330 | 20,830 | 7 | 17,830 | 25,500 | 7 | 22,500 | 31,275 | 7 |
| KINGSBOROUGH COMM COLL | B | 12,700 | 17,150 | 7 | 13,330 | 20,830 | 7 | 17,830 | 25,500 | 7 | 22,500 | 31,275 | 7 |
| NEW YORK CITY COMM COLL | B | 12,700 | 17,150 | 7 | 13,330 | 20,830 | 7 | 17,830 | 25,500 | 7 | 22,500 | 31,275 | 7 |
| QUEENSBOROUGH COMM COLL | B | 12,700 | 17,150 | 7 | 13,330 | 20,830 | 7 | 17,830 | 25,500 | 7 | 22,500 | 31,275 | 7 |
| STATEN ISLAND COMM COLL | B | 12,700 | 17,150 | 7 | 13,330 | 20,830 | 7 | 17,830 | 25,500 | 7 | 22,500 | 31,275 | 7 |
| *CLINTON COMMUNITY COLLEGE | | 8,200 | 10,865 | 5 | 9,389 | 12,833 | 6 | 10,825 | 15,745 | 8 | 12,300 | 17,835 | 9 |
| *DUTCHESS COMM COLL | | 7,870 | 10,870 | 5 | 9,800 | 14,000 | 6 | 11,640 | 17,240 | 7 | 14,100 | 20,400 | 7 |
| *ERIE COMMUNITY COLLEGE | | 8,698 | 10,922 | 4 | 10,464 | 13,080 | 4 | 12,404 | 15,588 | 4 | 13,958 | 17,634 | 4 |
| *FASHION INST OF TECHNOLOGY | | 12,700 | 14,150 | 2 | 14,830 | 20,830 | 7 | 17,830 | 25,500 | 7 | 22,500 | 31,275 | 7 |
| *GENESEE COMMUNITY COLLEGE | | 8,500 | 11,750 | .. | 9,500 | 14,100 | .. | 11,100 | 18,000 | .. | 13,000 | 20,000 | .. |
| HARRIMAN COLLEGE | | 6,600 | 9,000 | 6 | 8,200 | 10,200 | 5 | 9,400 | 12,600 | 8 | 11,000 | 13,400 | 6 |
| *HUDSON VALLEY COMM COLLEGE | B | 7,850 | 13,669 | 14 | 9,150 | 16,650 | 15 | 10,200 | 17,775 | 14 | 12,550 | 21,938 | 14 |
| MARIA COLLEGE | | 6,500 | 8,000 | 4 | 7,625 | 9,225 | 4 | 8,825 | 10,625 | 4 | 10,175 | 12,175 | 4 |
| MARIA REGINA COLLEGE | | 5,700 | 8,050 | 7 | 6,500 | 9,240 | 7 | 7,600 | 10,700 | 7 | 8,800 | 12,400 | 7 |
| *MONROE COMMUNITY COLLEGE | | 8,215 | 13,210 | 9 | 9,830 | 15,570 | 9 | 11,440 | 18,305 | 9 | 14,250 | 22,670 | 9 |
| *NASSAU COMMUNITY COLLEGE | B | 10,358 | 17,499 | 11 | 11,712 | 20,034 | 11 | 13,772 | 23,274 | 11 | 16,847 | 26,880 | 11 |
| *NIAGARA COUNTY COMM COLLEGE | | 8,200 | 11,500 | 5 | 9,900 | 13,850 | 5 | 11,500 | 16,100 | 5 | 13,200 | 18,800 | 5 |
| *NORTH COUNTRY COMMUNITY COLL | | 8,656 | 12,292 | 6 | 10,128 | 14,283 | 6 | 11,816 | 16,966 | 7 | 13,850 | 20,472 | 9 |
| *ONONDAGA COMMUNITY COLLEGE | | 8,635 | 12,151 | 7 | 10,051 | 14,144 | 7 | 11,137 | 15,672 | 7 | 13,637 | 19,189 | 7 |
| *QUEENSBOROUGH COMM COLLEGE | | 12,700 | 17,150 | 8 | 13,330 | 20,830 | 8 | 17,830 | 25,500 | 8 | 22,500 | 31,275 | 8 |
| *ROCKLAND COMM COLLEGE | | 9,151 | 12,535 | 9 | 10,655 | 15,164 | 9 | 12,785 | 18,428 | 9 | 14,290 | 21,059 | 9 |
| *SULLIVAN COUNTY COMM COLLEGE | | 7,800 | 12,000 | 7 | 8,900 | 13,700 | 8 | 10,600 | 16,000 | 9 | 12,600 | 18,000 | 9 |
| *TOMPKINS CORTLAND COMM COLL | | 7,100 | 12,950 | 17 | 8,400 | 15,100 | 17 | 9,900 | 17,500 | 17 | 11,600 | 22,050 | 19 |
| *WESTCHESTER COMM COLL | | 9,950 | 12,430 | 4 | 13,080 | 17,400 | 4 | 14,490 | 19,250 | 4 | 17,770 | 23,610 | 4 |
| NORTH CAROLINA | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| NORTH DAKOTA | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| OHIO | | | | | | | | | | | | | |
| *CLARK COUNTY TECH INST | | 7,000 | 9,500 | .. | 9,000 | 13,500 | .. | 10,000 | 15,000 | .. | ... | ... | .. |
| *CUYAHOGA COMM COLL | | | | | | | | | | | | | |
| CUYAHOGA C C EASTERN CAMPUS | A,B | 7,582 | 13,132 | .. | 11,976 | 13,867 | .. | 12,948 | 18,819 | .. | 12,818 | 19,498 | .. |
| CUYAHOGA C C METRO CAMPUS | A,B | 7,582 | 13,132 | .. | 11,976 | 13,867 | .. | 12,948 | 18,819 | .. | 12,818 | 19,498 | .. |
| CUYAHOGA C C WESTERN CAMPUS | A,B | 7,582 | 13,132 | .. | 11,976 | 13,867 | .. | 12,948 | 18,819 | .. | 12,818 | 19,498 | .. |
| *JEFFERSON CO TECH INSTITUTE | | 7,550 | 11,950 | 11 | 8,750 | 14,250 | 11 | 10,900 | 16,300 | 9 | ... | ... | .. |
| KETTERING COLL OF MED ARTS | | 8,400 | 9,240 | .. | 9,360 | 10,200 | .. | 10,320 | 10,740 | .. | 10,800 | 11,280 | .. |
| *LORAIN COMMUNITY COLLEGE | | 7,300 | 12,200 | 16 | 8,900 | 13,900 | 12 | 11,000 | 16,000 | 10 | ... | ... | .. |
| *MUSKINGUM AREA TECH INST | | 6,500 | 9,000 | .. | 7,500 | 10,000 | .. | 8,000 | 11,000 | .. | 9,000 | 12,000 | .. |
| *SINCLAIR COMMUNITY COLLEGE | | 7,500 | 11,500 | .. | 9,500 | 13,600 | .. | 10,500 | 16,000 | .. | 12,000 | 18,000 | .. |
| *STARK STATE TECH INSTITUTE | | 7,600 | 11,324 | 9 | 8,664 | 12,884 | 7 | 10,488 | 14,060 | 5 | 13,376 | 16,414 | 4 |
| *VANGUARD TECHNICAL INSTITUTE | A,B | 7,500 | 13,100 | .. | 9,500 | 15,200 | .. | 10,000 | 16,000 | .. | ... | ... | .. |
| OKLAHOMA | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| OREGON | | | | | | | | | | | | | |
| *CENTRAL OREGON COMM COLL | B | ... | ... | .. | 7,200 | 12,750 | 10 | 10,000 | 15,000 | 10 | 11,400 | 17,100 | 10 |
| *SOUTHWESTERN OREGON COMM COL | | 6,948 | 10,782 | 9 | 8,730 | 13,536 | 9 | 10,656 | 16,524 | 9 | 13,554 | 21,024 | 9 |

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1971-72 (CONTINUED)

| STATE AND INSTITUTION BY CONTROL | FOOT NOTE | INSTRUCTOR MINIMUM | INSTRUCTOR MAXIMUM | INSTRUCTOR INCR. | ASSISTANT PROFESSOR MINIMUM | ASSISTANT PROFESSOR MAXIMUM | ASSISTANT PROFESSOR INCR. | ASSOCIATE PROFESSOR MINIMUM | ASSOCIATE PROFESSOR MAXIMUM | ASSOCIATE PROFESSOR INCR. | PROFESSOR MINIMUM | PROFESSOR MAXIMUM | PROFESSOR INCR. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| (• PUBLIC INSTITUTION) | | | | | | | | | | | | | |
| PENNSYLVANIA | | | | | | | | | | | | | |
| •BUCKS COUNTY COMMUNITY COLL | | 8,000 | 12,500 | .. | 8,950 | 14,500 | .. | 11,100 | 17,500 | .. | 13,600 | 20,000 | .. |
| •BUTLER COUNTY COMM COLLEGE | B | 7,300 | 10,800 | .. | 8,500 | 13,000 | .. | 10,100 | 15,200 | .. | 12,500 | 17,400 | .. |
| •COMM COLL OF DELAWARE COUNTY | | 8,400 | 10,600 | 5 | 10,100 | 12,800 | 5 | 12,200 | 15,400 | 5 | 14,700 | 16,800 | 3 |
| •HARRISBURG AREA COM COLLEGE | | 7,500 | 11,500 | .. | 8,500 | 13,500 | .. | 10,000 | 16,000 | .. | 11,000 | ... | .. |
| •LEHIGH COUNTY COMMUNITY COLL | | 7,500 | 10,500 | .. | 9,000 | 12,500 | .. | 10,500 | 14,500 | .. | 12,000 | 16,500 | .. |
| •MONTGOMERY COUNTY COMM COLL | | 8,000 | 12,000 | .. | 9,000 | 14,000 | .. | 11,000 | 16,000 | .. | 13,000 | 18,000 | .. |
| •NORTHAMPTON CO AREA COMM COL | | 7,750 | 11,000 | .. | 9,100 | 13,000 | .. | 10,800 | 15,000 | .. | 12,500 | 16,900 | .. |
| •UNIV OF PITTSBURGH | | | | | | | | | | | | | |
| U OF PITT BRADFORD CAMPUS | | 7,000 | 9,500 | .. | 8,500 | 11,000 | .. | 9,500 | 13,000 | .. | 12,000 | ... | .. |
| U OF PITT GREENSBURG CAMPUS | | 7,000 | 9,500 | .. | 8,500 | 11,000 | .. | 9,500 | 13,000 | .. | 12,000 | ... | .. |
| U OF PITT JOHNSTOWN CAMPUS | | 7,000 | 9,500 | .. | 8,500 | 11,000 | .. | 9,500 | 13,000 | .. | 12,000 | ... | .. |
| U OF PITT TITUSVILLE CAMPUS | | 7,000 | 9,500 | .. | 8,500 | 11,000 | .. | 9,500 | 13,000 | .. | 12,000 | ... | .. |
| RHODE ISLAND | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| SOUTH CAROLINA | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| SOUTH DAKOTA | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| TENNESSEE | | | | | | | | | | | | | |
| •TENN STATE COMM COLLEGES | | | | | | | | | | | | | |
| CLEVELAND STATE COMM COLLEGE | B | 6,200 | 12,600 | .. | 7,500 | 14,700 | .. | 7,650 | 16,065 | .. | 7,800 | 17,430 | .. |
| COLUMBIA STATE COMM COLLEGE | B | 6,200 | 12,600 | .. | 7,500 | 14,700 | .. | 7,650 | 16,065 | .. | 7,800 | 17,430 | .. |
| DYERSBURG STATE COMM COLL | B | 6,200 | 12,600 | .. | 7,500 | 14,700 | .. | 7,650 | 16,065 | .. | 7,800 | 17,430 | .. |
| JACKSON STATE COMM COLLEGE | B | 6,200 | 12,600 | .. | 9,200 | 14,700 | .. | 10,050 | 16,065 | .. | 10,900 | 17,430 | .. |
| MOTLOW STATE COMM COLLEGE | B | 6,200 | 12,600 | .. | 7,500 | 14,700 | .. | 7,650 | 16,065 | .. | 7,800 | 17,430 | .. |
| VOLUNTEER STATE COMM COLLEGE | B | 6,200 | 12,600 | .. | 7,500 | 14,700 | .. | 7,650 | 16,065 | .. | 7,800 | 17,430 | .. |
| WALTERS STATE COMM COLLEGE | B | 6,200 | 12,600 | .. | 7,500 | 14,700 | .. | 7,650 | 16,065 | .. | 7,800 | 17,430 | .. |
| •TENN STATE TECH INSTITUTES | | | | | | | | | | | | | |
| CHATTANOOGA STATE TECH INST | | 7,247 | 12,158 | .. | 7,747 | 12,857 | .. | 8,747 | 13,382 | .. | 9,746 | 13,911 | .. |
| NASHVILLE STATE TECH INST | | 7,247 | 12,158 | .. | 7,747 | 12,857 | .. | 8,747 | 13,382 | .. | 9,746 | 13,911 | .. |
| STATE TECHNICAL INST | | 7,247 | 12,158 | .. | 7,747 | 12,857 | .. | 8,747 | 13,382 | .. | 9,746 | 13,911 | .. |
| TEXAS | | | | | | | | | | | | | |
| •DEL MAR COLLEGE | B | 8,700 | 11,190 | .. | 9,500 | 12,700 | .. | 10,450 | 14,050 | .. | 11,400 | 15,400 | .. |
| •ODESSA C CENTRAL OFFICE | | | | | | | | | | | | | |
| ODESSA COLLEGE MAIN CAMPUS | | 7,700 | 9,800 | .. | 8,700 | 10,400 | .. | 9,700 | 11,300 | .. | 11,000 | 14,200 | .. |
| ODESSA COLLEGE MIDLAND | | 7,700 | 9,800 | .. | 8,700 | 10,400 | .. | 9,700 | 11,300 | .. | 11,000 | 14,200 | .. |
| •SAN ANTONIO UN JR COLL DIST | | | | | | | | | | | | | |
| SAINT PHILLIP'S COLLEGE | | 5,200 | 10,000 | .. | 6,000 | 11,900 | .. | 8,400 | 12,900 | .. | 9,000 | 16,300 | .. |
| SAN ANTONIO COLLEGE | | 5,200 | 10,000 | .. | 6,000 | 11,900 | .. | 8,400 | 12,900 | .. | 9,000 | 16,300 | .. |
| SOUTHERN BIBLE COLLEGE | | 4,300 | 4,900 | 6 | 4,950 | 5,850 | 9 | 5,650 | 6,850 | 12 | 6,700 | 8,200 | 15 |
| •TARRANT COUNTY JR COLL DIST | | 7,800 | 9,300 | .. | 8,400 | 9,900 | .. | 9,000 | 10,500 | .. | 9,600 | 11,100 | .. |
| UTAH | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| VERMONT | | | | | | | | | | | | | |
| •VERMONT TECHNICAL COLLEGE | | 7,000 | 10,000 | .. | 8,000 | 12,500 | .. | 9,000 | 15,000 | .. | 10,000 | 18,000 | .. |
| VIRGINIA | | | | | | | | | | | | | |
| •BLUE RIDGE COMMUNITY COLLEGE | B | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •CENTRAL VIRGINIA COMM COLL | B | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •DABNEY LANCASTER COMM COLL | B | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •DANVILLE COMMUNITY COLLEGE | B | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •EASTERN SHORE COMM COLLEGE | | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •GERMANNA COMMUNITY COLLEGE | B | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •JOHN TYLER COMMUNITY COLLEGE | B | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •LORD FAIRFAX COMM COLLEGE | B | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •NEW RIVER COMMUNITY COLLEGE | B | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •NORTHERN VIRGINIA COMM COLL | B | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •PATRICK HENRY COMMUNITY COLL | | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •PAUL D CAMP COMMUNITY COLL | | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •RAPPAHANNOCK COMMUNITY COLL | | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •SOUTHSIDE VA COMM COLLEGE | B | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •SOUTHWEST VIRGINIA COMM COLL | B | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •THOMAS NELSON COMM COLLEGE | B | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •TIDEWATER COMMUNITY COLLEGE | B | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •VIRGINIA HIGHLANDS COMM COLL | B | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •VIRGINIA WESTERN COMM COLL | B | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| •WYTHEVILLE COMMUNITY COLLEGE | B | 7,500 | 10,500 | .. | 9,000 | 12,375 | .. | 10,875 | 13,875 | .. | 12,375 | 15,375 | .. |
| WASHINGTON | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |

PART B. -- SALARIES SCHEDULED FOR FACULTY IN 2-YEAR INSTITUTIONS, BY FACULTY RANK, 1971-72 (CONTINUED)

| STATE AND INSTITUTION BY CONTROL | FOOT NOTE | INSTRUCTOR MINIMUM | INSTRUCTOR MAXIMUM | INSTRUCTOR INCR. | ASSISTANT PROFESSOR MINIMUM | ASSISTANT PROFESSOR MAXIMUM | ASSISTANT PROFESSOR INCR. | ASSOCIATE PROFESSOR MINIMUM | ASSOCIATE PROFESSOR MAXIMUM | ASSOCIATE PROFESSOR INCR. | PROFESSOR MINIMUM | PROFESSOR MAXIMUM | PROFESSOR INCR. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| (* PUBLIC INSTITUTION) | | | | | | | | | | | | | |
| WEST VIRGINIA | | | | | | | | | | | | | |
| OHIO VALLEY COLLEGE | B | 5,800 | 7,000 | .. | 6,800 | 8,300 | .. | 7,800 | 9,500 | .. | 8,500 | 10,000 | .. |
| *WEST LIBERTY STATE COLLEGE | | | | | | | | | | | | | |
| W LIBERTY ST-COLL HANCOCK CO | | 8,000 | 10,300 | .. | 8,400 | 12,000 | .. | 9,200 | 14,000 | .. | 12,900 | 16,600 | .. |
| W LIBERTY ST COLL WHEELING | | 8,000 | 10,300 | .. | 8,400 | 12,000 | .. | 9,200 | 14,000 | .. | 12,900 | 16,600 | .. |
| WISCONSIN | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| WYOMING | | | | | | | | | | | | | |
| . . . . . | | | | | | | | | | | | | |
| CANAL ZONE | | | | | | | | | | | | | |
| *CANAL ZONE COLLEGE | A,B | 7,342 | 16,100 | .. | 11,253 | 15,940 | .. | 13,062 | 17,130 | .. | 14,060 | 18,580 | .. |
| PUERTO RICO | | | | | | | | | | | | | |
| *COMM COLLEGES-U-PUERTO RICO | B | 6,600 | 11,400 | 5 | 7,500 | 12,300 | 5 | 8,520 | 13,320 | 5 | 9,780 | 14,580 | 5 |
| *INTER-AMERICAN UNIV OF P R | | | | | | | | | | | | | |
| INTER-AMER UNIV AGUEDILLA | B | 5,800 | 10,300 | 5 | 6,500 | 11,000 | 5 | 8,000 | 12,500 | 5 | 11,000 | 15,500 | 5 |
| INTER-AMER UNIV ARECIBO | B | 5,800 | 10,300 | 5 | 6,500 | 11,000 | 5 | 8,000 | 12,500 | 5 | 11,000 | 15,500 | 5 |
| INTER-AMER UNIV BARRANQUITAS | B | 5,800 | 10,300 | 5 | 6,500 | 11,000 | 5 | 8,000 | 12,500 | 5 | 11,000 | 15,500 | 5 |
| INTER-AMER UNIV BAYAMON | B | 5,800 | 10,300 | 5 | 6,500 | 11,000 | 5 | 8,000 | 12,500 | 5 | 11,000 | 15,500 | 5 |
| INTER-AMER UNIV PONCE | B | 5,800 | 10,300 | 5 | 6,500 | 11,000 | 5 | 8,000 | 12,500 | 5 | 11,000 | 15,500 | 5 |

[A]Number of increments varies with level of educational preparation within each rank.
[B]Salaries cover the range of educational preparation within each rank.

## IV. EXAMPLES OF SALARY SCHEDULES

THIS SECTION contains copies of salary schedules from seven public 2-year institutions. These examples complement those published in earlier editions of this series in order that a review of the total series of reports will show the wide variety of ways in which policies relating to faculty salaries are structured and communicated.

The schedules selected for this edition provide examples of the rationale, criteria, and procedures used to assure that the decision about the salary to be paid to an individual faculty member takes into account several dimensions of faculty worth and effectiveness. Therefore, the structure of these schedules goes beyond the typical considerations of professional preparation and experience to provide salary recognition of other components of faculty merit.

These institutions have granted NEA Research permission to reproduce their salary schedules. They are included for illustrative purposes only; therefore, identification has been deleted. The selection of these schedules does not imply endorsement or approval by the National Education Association or NEA Research.

**SALARY SCHEDULE OF A PUBLIC COMMUNITY COLLEGE, 1850 STUDENTS ENROLLED**

**[NAME OF INSTITUTION]**

**SALARY POLICY FOR CERTIFIED STAFF, 1971-72**

I. SALARY SCHEDULE: Two schedules are shown as part of this policy; one for forty-eight weeks (240 days) and one for thirty-seven weeks (185 days). A formula for computing salaries for contract intervals between the two above is also shown.

A. Salary Schedule for Thirty-Seven Weeks.

| Step | Class I | Class II | Class III | Class IV |
|---|---|---|---|---|
| 1 | 7,600 | 7,904 | 8,220 | 8,549 |
| 2 | 7,904 | 8,220 | 8,549 | 8,891 |
| 3 | 8,220 | 8,549 | 8,891 | 9,247 |
| 4 | 8,549 | 8,891 | 9,247 | 9,617 |
| 5 | 8,891 | 9,247 | 9,617 | 10,002 |
| 6 | 9,247 | 9,617 | 10,002 | 10,402 |
| 7 | 9,617 | 10,002 | 10,402 | 10,818 |
| 8 | 10,002 | 10,402 | 10,818 | 11,251 |
| 9 | 10,402 | 10,818 | 11,251 | 11,701 |
| 10 | 10,818 | 11,251 | 11,701 | 12,169 |
| 11 | 11,251 | 11,701 | 12,169 | 12,656 |
| 12 | . . . | 12,169 | 12,656 | 13,162 |
| 13 | . . . | . . . | 13,162 | 13,688 |

B. Salary Schedule for Forty-eight Weeks (240 days)

| Step | Class I | Class II | Class III | Class IV |
|---|---|---|---|---|
| 1 | 8,985 | 9,344 | 9,718 | 10,107 |
| 2 | 9,344 | 9,718 | 10,107 | 10,511 |
| 3 | 9,718 | 10,107 | 10,511 | 10,931 |
| 4 | 10,107 | 10,511 | 10,931 | 11,368 |
| 5 | 10,511 | 10,931 | 11,368 | 11,823 |
| 6 | 10,931 | 11,368 | 11,823 | 12,296 |
| 7 | 11,368 | 11,823 | 12,296 | 12,788 |
| 8 | 11,823 | 12,296 | 12,788 | 13,300 |
| 9 | 12,296 | 12,788 | 13,300 | 13,832 |
| 10 | 12,788 | 13,300 | 13,832 | 14,385 |
| 11 | 13,300 | 13,832 | 14,385 | 14,960 |
| 12 | . . . | 14,385 | 14,960 | 15,558 |
| 13 | . . . | . . . | 15,558 | 16,180 |

C. *Class Definitions*

1. *Class I*

Five years of combined occupational work experience and/or formal education.

2. *Class II*

Five years of combined occupational work experience and/or formal education plus 15 combined work experience credits and semester hours.

3. *Class III*

Five years of combined occupational work experience and/or formal education plus 30 combined work experience credits and semester hours.

4. *Class IV*

Five years of combined occupational work experience and formal education plus 45 combined work experience credits and semester hours including a Baccalaureate Degree.

D. Instructor salaries for contract intervals of less than 48 weeks will be determined by reducing the instructor's 48 week salary equivalent by 1.4% for each week of reduction.

II. DEFINITION OF TERMS

A. *Credits Committee*

The Credits Committee shall be a standing committee composed of eight faculty and three administrators. Included are one faculty member elected from each instructional division, the Director of Arts and Sciences and the Director of Career Education.

The faculty members will serve two-year terms. At the first meeting of the committee, a method will be used to award four one-year terms and thus establish two-year rotations of the committee.

The faculty members will be elected by each division. The third administrator will be appointed by the Superintendent and will serve as the Administrative Secretary. The committee will elect its own Chairman.

B. *Formal Education*

Formal education shall be interpreted as appropriate education received in a community college, a senior college, a recognized business, trade, industrial or professional school, or in the military.

C. *Occupational Work Experience*

Occupational Work Experience shall be interpreted as business, industrial, trade, professional, or teaching experience which is relevant to an instructor's teaching assignment.

D. *Semester Hours*

Semester Hours shall be interpreted as hours of credit granted by degree-granting institutions. Equivalent credit shall be granted for work completed at such recognized

business, trade, industrial or professional schools at the rate of one hour of credit for each week of full-time instruction. Such credits are subject to the prior approval of the Credits Committee.

E. *Work Experience Credits*

Work Experience Credits are credits earned for industrial, trade, professional or business experience which, because of unique and relevant qualities, provides potential for enhancing the effectiveness of an instructor. These credits are subject to the prior approval of the Credits Committee. Work experience credits are computed at the rate of one credit per 80 hours work experience.

F. *Week*

The weekly unit referred to in this schedule shall consist of five working days.

III. GUIDELINES AND PROVISIONS

A. *Initial Step Placement*

Initial Step Placement shall be determined only by prior Occupational Work Experience. This placement shall be determined by the Board of Directors after recommendation from the Superintendent.

B. *Initial Class Placement*

It is an assumption of this schedule that the "five year" basic requirement for placement on the schedule is the minimum amount of occupational experience and/or formal education required for state certification in a given teaching area. The State Plan for Vocational Education and the Department of Public Instruction Rules shall be used as authorities.

If an instructor is eligible to obtain certification without this basic requirement, he shall remain on Step I, Class I, until his combined experience totals five years.

2. Placement beyond Class I requires Formal Education beyond the requirement for state certification.

C. *Step Advancement*

1. Step Advancement is contingent upon satisfactory performance and professional development. It is expected that participation in appropriate courses, workshops, seminars and meetings, instructional and curriculum improvement, and periodic instructional evaluation will be part of this development. The instructor will be expected to outline and discuss his development plan for the ensuing year with his Division Chairman and appropriate Director.

2. Step advancement within Class shall be granted unless good cause for not granting the advancement is presented in writing to the faculty member and to the Board of Directors. Prior to any Board action the Superintendent shall give the faculty member written notice of the Board's intention to act at least 10 days prior to the meeting. During this period, the faculty member may, in writing, request a hearing before the Board with such request to be filed with the Superintendent, who shall advise the Board thereof. On receipt of such request the Board shall fix a hearing date, notify the person or persons giving such notice and may fix reasonable procedural rules therefor.

D. *Class Advancement*

1. Advancement between classes will be limited to one class per year.

2. Work experience Credits for Class advancement may be earned only after employment at [Name of Institution] and subsequent to June 1, 1971.

3. A maximum of nine (9) Work Experience Credits may be counted toward each class advancement.

4. Neither unscheduled advances in classes or between classes, holding of advancements in classes or between classes, nor granting or terminating any exceptional pay raise shall be approved by the Board of Directors without first obtaining written advice therein from the member's immediate superior and from the Superintendent. Prior to any such Board action the Superintendent shall give the faculty member at least ten days written notice of the Board's intention to so act during which period the affected faculty member or any other aggrieved person may, in writing, request a hearing before the Board, with such request to be filed with the Superintendent, who shall advise the Board thereof. On receipt of such request the Board shall fix a hearing date, notify the person or persons giving such notice and may fix reasonable procedural rules therefor.

E. *Summer Term*

1. Pay for the summer term shall be computed at the rate of 1.57% of the instructor's forty-eight week salary equivalency per semester hour.

2. Contracts, if issued, will stipulate the size at which the class is subject to cancellation.

F. *Evening Instruction*

1. One evening class may be assigned as part of an instructor's load.

2. Evening courses taught above load will be paid at the rate of $10.50 per contact hour for lecture-oriented courses and $8.00 per contact hour for laboratory-oriented courses.

3. [Initials of the Institution] Faculty will not be required to accept a class on an above-load basis but will be given the first opportunity to teach a class.

G. *Overload Assignments*

1. During the 1970-71 and 1971-72 academic years, a study will be conducted involving both faculty and administration to determine appropriate faculty teaching load and to establish a teaching load policy.

2. After a teaching load policy is developed, it is the intent of this agreement that an equitable overload policy will be considered.

H. *Benefits*

1. Sick leave will be earned by full-time staff at the rate of 15 days per year to accumulate to a maximum of 90 days.

2. Accident, health and major medical insurance will be provided for each full-time staff member with the option of staff-purchased dependent coverage.

3. Long term disability insurance will be provided for each full-time staff member.

4. Group life and accidental death and dismemberment insurance will be provided for each full-time staff member in an amount equal to the nearest integral multiple of one thousand dollars of two times the staff member's annual contracted base salary.

I. On or about January of each year the Salary and Welfare Committee may submit in writing to the Superintendent either general or specific suggestions for modifications of the salary schedule or other recommendations affecting their relationship to [Initials of the Institution] and the Superintendent shall transmit the same to the Board of Directors with his recommendations. At least 30 days prior to issuance of contracts for the ensuing year the Board of Directors shall, in writing, reply to such recommendations of the Salary and Welfare Committee members which may thereupon request a hearing before the Board of Directors.

So far as practicable within statutory time limits, any and all recommendations shall be fully heard and considered prior to issuance of contracts as required by law, it being the mutual desire of [Initials of the Institution] and its faculty members to provide opportunity for full and frank discussion of all matters affecting [Initials of the Institution] and the relationship of faculty members thereto.

J. *Professional Leave of Absence*

Professional leave is available for either one semester or one academic year for the purposes of professional development.

Instructors interested in requesting leave should refer to the provisions contained in Board Policy No. 457. Requests should be made to the Board of Directors through the Division Chairman, appropriate Director and Superintendent.

**SALARY SCHEDULE OF A PUBLIC JUNIOR COLLEGE WHICH ENROLLS 2,000 STUDENTS**

**[NAME OF INSTITUTION] SALARY SCHEDULE**

| Step | Less than BS | BS | BS+15 pts | MS | MS+12 pts | MS+24 pts | MS+36 pts | MS+48 pts | MS+60 pts | PhD |
|---|---|---|---|---|---|---|---|---|---|---|
| 0 | $5,300 | $5,800 | $6,300 | $6,800 | $7,000 | $7,800 | $8,300 | $8,800 | $9,300 | $9,800 |
| 1 | 5% progression* | | | | 10% progression* → | | | | | |
| 2 | ↓ | | | | | | | | | |
| 3 | ↓ | | | | | | | | | |
| 4 | ↓ | | | | | | | | | |
| 5 | ↓ | | | | | | | | | |
| 6 | ↓ | | | | | | | | | |
| 7 | ↓ | | | | | | | | | |
| 8 | ↓ | | | | | | | | | |
| 9 | ↓ | | | | | | | | | |
| 10 | ↓ | | | | | | | | | |
| 20 | ↓ | | | | | | | | | |

*% progressions based on constant of $5,000

## PLAN FOR AWARDING POINTS FOR USE WITH THE [INITIALS OF INSTITUTION] SALARY SCHEDULE

A committee, called the Professional Growth Committee (PGC), will be elected by the faculty and will be responsible for evaluating professional growth. The committee and the procedure for electing the committee, will be as follows:

1. Two people will be nominated from each division at the first division meeting of each school year, provided a vacancy on the PGC exists from the division.

2. Two people will be nominated from non-teaching personnel whose salary is determined by the point system, if a vacancy exists.

3. The names of these people will be turned in to the chairman of the Faculty Advisory Committee of the previous year.

4. An election will be held within seven days of the first general faculty meeting of that school year. Each faculty member whose salary is determined by points will vote for one person in each vacant category.

5. The PGC will then consist of one person from each division, plus one person not belonging to any division, but whose salary is determined by the points system.

6. A faculty member requesting points must fill out an application form (see attached form) and submit it to the PGC.

7. The PGC will convene during the first week of classes to evaluate points earned during the summer, and since the last regular meeting.

8. The PGC will meet each year between April 1 and May 1 to evaluate points earned for that school year.

9. The PGC may meet as often as needed.

10. The PGC must consider precedents in awarding points.

11. If a faculty member feels he has been treated unfairly in the awarding of points, he may appeal the decision of the PGC to a Review Board, within sixty days of the original decision. The Review Board will consist of the following three people:

    A. The Chairman of the PGC
    B. The Dean of the College
    C. The FAC will select the third member from the faculty at large.

12. The PGC will elect a chairman, and the Review Board will elect a chairman.

13. Points will be awarded in the following four categories:

    A. Academic credit course work
    B. Professional service
    C. Publications
    D. Non-credit training

14. Attached are guidelines the PGC may use in awarding points for the above four categories.

15. Points will be awarded for work done beginning with the school year 1969-70--the year our new salary schedule was adopted.

16. The PGC must make a record of the circumstances and disposition of all applications for points.

17. Seven people will be elected to the PGC for two-year terms on a rotating basis.

18. If a vacancy on the PGC occurs for any reason, the division represented will nominate two people within one week. The entire faculty will then vote for one of these people within one week. This person will serve the remainder of the vacated term.

19. There will be an annual review of the function and methodology.

### Academic Credit Course Work

Any degree plan course, up to twelve hours, will count one point for one hour. Each succeeding twelve-point level must include a minimum of twenty-five per cent course work in the teaching field.

Any graduate level course in the teaching field (whether on a degree plan or not) will count one point for one hour.

For any other college credit courses, faculty member must make application for points to the PGC, and the Committee will determine the number of points to be awarded for that course.

### Non-Credit Training

The awarding of points for non-credit training is a recognition of an individual's effort to improve his teaching ability. Non-credit training points should be directly related to the teaching assignment.

When the Professional Growth Committee has determined that this criterion has been met in a non-credit training situation, it will award points on the following formula:

18 contact hours = ½ point
36 contact hours = 1 point
54 contact hours = 1½ points

Contact hours will be cumulative. If a person has seventeen contact hours, he gets no points. If he has nineteen contact hours, he gets one-half point. If he has thirty-five contact hours, he gets one-half point. If he has fifty-three contact hours, he gets one point, etc.

### Publications

The awarding of points for publications is a recognition of an individual's effort to bring credit to the institution. With this in mind, publications will fall into the following categories: Books, Articles, and Items.

When the Professional Growth Committee finds that a publication has met the criterion of bringing credit to the institution, the publication will be awarded points on the following range of points: Book - 2 to 6 points; Articles - 1 to 5 points; and Items - ½ to 2 points.

**Outstanding Professional Service**

The awarding of points for outstanding professional service is a recognition of the contribution of an individual to the educational profession and to the disciplines within that profession. When the Professional Growth Committee determines that the above criterion has been met, it shall award points up to a maximum of six.

The Administration may recommend to the committee the awarding of points for professional service.

**[NAME OF INSTITUTION]**

**PROFESSIONAL GROWTH COMMITTEE APPLICATION FOR POINTS**

_____
Date of Application

I,_____, hereby make application for approval of the following activity as additions to total earned points for the purpose of salary increment. Attached is supporting documentation for the activity.

*Activity*

A) Academic credit course work

B) Professional service

C) Publications

D) Non-credit training

---

For the Committee

Number of points awarded _____

Signed _____
Chairman, PGC

Appealed_____ Not Appealed_____

_____
Signature of Faculty Member

Results of Appeal

_____
Chairman of Review Board

**SALARY SCHEDULE OF A PUBLIC TECHNICAL COLLEGE WHICH ENROLLS 2,050 STUDENTS**

**[NAME OF INSTITUTION] 1971-72 SALARY SCHEDULE**

Approved by [Name of State] State Board for Vocational Education May 14, 1971

| Step | Class I BS, BA or 6 yrs T.E. Points 200 | Class II Points 225 | Class III Points 250 | Class IV MS, MA MEd or Points 275 | Class V Points 300 | Class VI Points 325 | Class VII Points 350 | Class VIII Points 375 | Class IX Doc Points 400 |
|---|---|---|---|---|---|---|---|---|---|
| 1 | 6,804 | 7,144 | 7,484 | 7,825 | 8,165 | 8,505 | 8,845 | 9,185 | 9,526 |
| 2 | 6,940 | 7,280 | 7,621 | 7,961 | 8,301 | 8,641 | 8,981 | 9,322 | 9,662 |
| 3 | 7,076 | 7,416 | 7,757 | 8,097 | 8,437 | 8,777 | 9,117 | 9,458 | 9,798 |
| 4 | 7,416 | 7,757 | 8,097 | 8,437 | 8,777 | 9,117 | 9,458 | 9,798 | 10,138 |
| 5 | 7,825 | 8,165 | 8,505 | 8,845 | 9,185 | 9,526 | 9,866 | 10,206 | 10,546 |
| 6 | 8,301 | 8,641 | 8,981 | 9,322 | 9,662 | 10,002 | 10,342 | 10,682 | 11,023 |
| 7 | 8,777 | 9,117 | 9,458 | 9,798 | 10,138 | 10,478 | 10,818 | 11,159 | 11,499 |
| 8 | 9,254 | 9,594 | 9,934 | 10,274 | 10,614 | 10,955 | 11,295 | 11,635 | 11,975 |
| 9 | 9,730 | 10,070 | 10,410 | 10,750 | 11,091 | 11,431 | 11,771 | 12,111 | 12,451 |
| 10 | 10,206 | 10,546 | 10,887 | 11,227 | 11,567 | 11,907 | 12,247 | 12,587 | 12,928 |
| 11 | | 10,955 | 11,295 | 11,635 | 11,975 | 12,315 | 12,656 | 12,996 | 13,336 |
| 12 | | | 11,635 | 11,975 | 12,315 | 12,656 | 12,996 | 13,336 | 13,676 |
| 13 | | | | 12,247 | 12,587 | 12,928 | 13,268 | 13,608 | 13,948 |
| 14 | | | | | 12,792 | 13,132 | 13,472 | 13,812 | 14,152 |
| 15 | | | | | | 13,268 | 13,608 | 13,948 | 14,288 |
| 16 | | | | | | | | 14,084 | 14,425 |
| 17 | | | | | | | | | 14,561 |

Persons employed for the entire twelve-month period shall receive one-fourth more than their nine month-contract salary on the schedule. Extra time beyond the school year of nine months shall be computed proportionately. An amount not to exceed $400 may be paid for merit.

A maximum of $800 above this salary schedule may be allowed for department chairmem.

SALARY SCHEDULE—A salary schedule, with its accompanying rules and regulations is a readily available expression of salary policy. It is good evidence that an open and above board salary policy does exist. While its legal life may be limited, the salary schedule should be an expression of a continuing point of view on salary issues.

When properly applied, a salary schedule is a means of assuring equitable treatment of all personnel in terms of their individual contracts.

When properly administered, a salary schedule will prevent unjustified and improper salary discriminations among the faculty. The professional educators will neither try to gain additional steps on the schedule nor obtain a salary higher than that provided by the schedule according to his training and experience; nor will the administration offer such placement to any professional educator. The schedule represents a considerate, businesslike document for treating employees as professional people.

The salary schedule for 1969-70 follows the 1968-69 schedule but has been converted to a point system evaluation whereby a person may advance to a new column (left to right) by acquiring points in the following manner:

Method 1: Approved collegiate work

One quarter hour credit = 1.075 points
One semester hour credit = 1.615 points

Method II: Approved related trade experience

One 40-hour week = 0.667 points

Method III: Approved related seminars, conventions, plant tours, workshops, on-the-job training programs, and in-service schools

40-clock hours = 1.075 points

The above methods are based on the American Vocational Association recommended equivalency of 400-hrs. of trade experience being equal to 6 quarter hours of credit.

The point system is an attempt to use a modified merit system whereby a teacher's self-improvement activities can be rated by using points in recognition of his professional growth.

**Limitations and Stipulations**

a. All salary schedule points will be evaluated by a standing committee of 5 members that shall meet at least quarterly during the year. Three members representing the instructors shall be appointed by the faculty senate and two members representing the administration shall be appointed by the president of [Initials of the Institution]. This committee shall submit recommendations of approval or disapproval of points applied to the salary schedule to the president of [Initials of the Institution]. Terms of office shall be set by the faculty senate for the three representatives from the administration.

b. Points used in advancing from column to column.

(1) Points used for placement in a specific column cannot be used again for credit towards placement in a higher column. Twenty-five additional points are required to move to the next column.

(2) Credit will be evaluated and points will be given (pursuant to item No. 8 in this section) for all related trade and educational experiences completed by the individual since the date of his last column advance. No credit will be given for trade and or educational experiences, etc., encountered by the individual prior to this date.

(3) In the event more than 25 points are approved by the committee for a specific individual in advancing from one column to another, all points in excess of 25 will be credited toward a future column advance for that individual.

c. The 40-hour week as indicated in Method II above shall be defined as one week of full-time employment experience of 40 or more clock hours.

d. Method III is limited to those experiences where the person is doing or learning different things for short periods of time. Example: Spending one week in each department of a plant, industry, etc.

e. The Committee shall retain the right to classify the educational or trade experience into one of the methods listed above whenever there is reason to question its classification.

f. Transition period. During the transition period, which shall be defined as the period of time from April 1, 1969 to September 1, 1970, the maximum column shift for any one person shall be 2 (two) columns. Thereafter, the maximum column shift for any one person shall be one (1) column in accordance with item 2 above.

g. Exceptions. Exceptions to the above policy or conditions may be reviewed by the standing committee and special recommendations can be forwarded to the president if conditions warrant such action. As an example: A person on sabbatical leave would be considered to have special circumstances since it is possible for him to earn 50 (fifty) or more points while on leave, and therefore he should be able to move two columns at one time.

h. Reporting. "Request for change in salary schedule classification" form must be filled out and submitted pursuant to 1968-69 administrative policy before a column change can be approved.

A request for approval of credit towards points should be submitted and approved by the salary schedule standing committee *before* the actual work or training experience is encountered. This will eliminate many problems and questions that would otherwise occur. In all cases a report shall be submitted to the standing committee after the work or training has been accomplished for the purpose of evaluation of credit towards points.

## SALARY SCHEDULE OF A PUBLIC 2-YEAR COLLEGE ENROLLING 2,700 STUDENTS

### [NAME OF INSTITUTION]

### SALARY SCHEDULE

A. OBJECTIVES:

The salary schedule for the College was drawn up with the objectives of (1) paying salaries which will attract and keep higher quality faculty; (2) providing equal pay for like or comparable preparation, experience and faculty performance; (3) encouraging faculty to improve their professional preparation, standards, skills and performance, to the end that our students will benefit; (4) combining flexibility, simplicity, and ease of administration.

B. SALARY SCHEDULE (see attached schedule sheet)

C. INITIAL PLACEMENT ON SCHEDULE

It shall be the duty of the College President to make initial placement of faculty members on Schedule A or B. The following must be considered for placement on each salary schedule:

1. For Schedule A

Satisfied minimum requirements for appointment to the faculty of [Name of Institution].

2. For Schedule B

a. The Doctorate; or

b. The Master's Degree or equivalent and two years of teaching experience; or

c. The Bachelor's Degree plus 60 quarter hours (45 hours of which must be graduate hours), not necessarily subsequent to the granting of the degree but in addition to its minimum requirements, and two years of teaching experience; or

d. Eligibility for a vocational certificate plus 24 college credit hours or equivalent (or combination of credit hours and equivalents) in subject matter relevant to the area of instruction and two years of teaching experience. Approved [Name of State] Teacher Training and/or other professional

training for which college credit is not given may be substituted for college credit at the rate of 10 clock-hours per credit hour.

3. Credit for outside experience

Outside experience may be granted for Schedule A or B for any of the following:

a. Acceptable educational experience – one step for each year's experience.

b. Acceptable non-educational experience, if directly related to the assignments – one step for each year's experience.

D. MINIMUM REQUIREMENTS FOR ADVANCEMENT FROM SCHEDULE A TO SCHEDULE B

1. Satisfies minimum requirements for initial placement on Schedule B.

2. Two years successful teaching experience at this institution.

3. Appointment to tenure status.

E. MINIMUM REQUIREMENTS FOR ADVANCEMENT FROM SCHEDULE B TO SCHEDULE C.

1. Advancement to Schedule C requires appointment to tenure status and;

2. The earned Doctorate and four years of teaching experience, of which two years shall be on Schedule B; or

3. The Master's Degree in subject-matter area taught or the equivalent; and four years of teaching experience, of which two years shall be on Schedule B; or

4. Vocational certification and 60 college credit hours or equivalent (or combination of credit hours and equivalents) in subject matter relevant to the area of instruction plus four years of teaching experience, of which two years shall be on Schedule B. Approved [Name of State] Teacher Training and/or other professional training for which college credit is not given may be substituted for college credit at the rate of 10 clock-hours per credit hour.

F. MINIMUM REQUIREMENTS FOR ADVANCEMENT FROM SCHEDULE C TO SCHEDULE D.

1. The Doctorate and six years of teaching experience, of which two years shall be on Schedule C; or

2. The Master's Degree plus 45 graduate credits in subject-matter area taught or equivalent, not necessarily taken subsequent to the Master's Degree, and six years of teaching experience, of which three years shall be on Schedule C; or

3. Vocational certification and an associate degree or equivalent and six years teaching experience of which three years shall be on Schedule C. Approved [Name of State] Teacher Training and/or other professional training for which college credit is not given may be substituted for college credit at the rate of 10 clock-hours per credit hour.

G. BASIS FOR ADVANCEMENT FROM STEP TO STEP

Advancement from a step to the succeeding step on each schedule will be granted upon recommendation of college administrators and approval of the college board of directors.

## H. BASIS FOR ADVANCEMENT FROM SCHEDULE TO SCHEDULE

In order to advance to a higher schedule, a faculty member must satisfy minimum requirements for that schedule and in addition must have demonstrated positive evidence of professional growth, including (1) teaching effectiveness, (2) contribution to the overall College program, (3) scholarship and productivity, (4) community service.

Everyone approved for advancement will be advanced independent of funds available.

1. *Teaching effectiveness*—first and most important: (a) Presentation of material. (b) Understanding of individual student differences and willingness to help them resolve their problems. (c) Ability to create within the student greater interest in the subject, and to inspire in him further study in the field. (d) Ability to require high standards of learning from his students not only in his subject field, but also in related fields such as written and oral English. (e) Ability to develop and use effective evaluative procedures.

2. *Contributions to the College:* (a) Student advising and sponsorship of clubs and other student activities. (b) Committee work and other college responsibilities. (c) Cooperativeness and professional attitudes, exemplified by being a participating member of the Faculty, active in formulating departmental policies, working well with colleagues and being eager to help students individually outside of class hours.

3. *Scholarship and Productivity:* (a) Contributing to his field of learning through participation of his work of learned societies and appropriate associations presenting paper, appearing on panels, in symposia, etc. (b) Writing articles and books. (c) Carrying on research and special studies, and contributing to development and production with his field of learning. (d) Holding active membership in local, state, or national committees of professional organizations. (e) Undertaking additional education, travel and other experiences pertinent to his area of teaching. (f) Attending state, regional and national conferences.

4. *Contributions to the Community:* Participating in community activities in a way which will bring credit to him and the College. It should be recognized that this participation will vary from one department to another. Some departments, by their very nature, lend themselves to greater community activity than others. However, under no circumstances should community activities, or any other kind of activity for that matter, interfere with effectiveness as a teacher, which is the primary responsibility of every college instructor.

## I. PROCEDURE FOR ADVANCEMENT FROM SCHEDULE TO SCHEDULE:

1. Initiating advancement recommendations is primarily the responsibility of division chairmen. However, a request for advancement to a new schedule may be initiated by one or more of the following: (1) The President; (2) The Dean of Instruction; (3) The Dean of Instruction; (3) The Dean of Students; (4) A faculty member, including the faculty member himself. If the request is initiated by someone other than the faculty member, the faculty member shall be notified of the request by the committee.

2. Such requests for advancement must be forwarded to the Faculty Committee on Advancement which after duly considering the case shall:

   a. inform the faculty member concerned and the President simultaneously by February 1, that the Committee has recommended advancements, or

   b. inform the faculty member by February 1, that the Committee does not recommend advancement at this time and provide him with a detailed written summary of the reasons for the denial.

3. If the President concurs with the Committee's recommendation he shall inform the faculty member by March 1, of his advancement. If, however, he shall negatively overrule a favorable recommendation of

the Committee, he shall so inform the instructor by March 1, and provide him with a detailed written summary of the reasons for the denial. He shall also inform the Committee of his actions.

4. If a faculty member is denied advancement by the Committee, he may by March 1, appeal that decision to the President. This procedure may include, if the faculty member requests it, a personal interview with the President. If the President concurs with the Faculty Committee on Advancement, he shall so inform the faculty member by April 1. If, however, the President disagrees with the Committee, he he may directly advance the faculty member and shall send written notice to him and the Committee by April 1.

5. Nothing in I-4 shall be construed as denying any faculty member the normal, legal channels of appeal which lie beyond the President's Office. A faculty member appealing a negative decision by the President shall have the right to representation and support from the Faculty Committee on Advancement if the Committee originally approved his application.

J. FACULTY COMMITTEE ON ADVANCEMENT

1. The Faculty Committee on Advancement shall consist of four members of the College Faculty, elected by the officially recognized faculty association, no two of whom shall be from the same division. Two members of the faculty shall be elected to the Committee each spring to replace those members whose terms of office end that year. Each elected member shall serve for two years and shall be eligible for reelection. In the event of the separation of a Committee member during his term in office, the association shall elect another faculty member to fill out the unexpired portion of the term.

   When a member of the committee is involved in a study being made by the committee, the committee is emplowered to choose an alternate to sit in his place. The committee shall elect its own chairman.

2. It shall be the duty of the Faculty Committee on Advancement to develop instruments to apply the criteria for, and to measure the qualifications of faculty members to be proposed for advancement. The committee shall inform the President of their adoption of such instruments and seek his concurrence before they are used for evaluation.

3. As an essential in determining advancement, the administration shall establish and make available to the Faculty Committee on Advancement a cumulative record plan including the following: (a) A detailed account of professional preparation, (b) A detailed account of educational experience in teaching, research and/or other related professional experience, (c) A detailed account of other occupational experience when such is related to the area of instruction for which the individual is appointed, (d) Quarterly reports of subjects taught and loads, (e) A yearly self-evaluation report. Date of the report to be set by the committee, (f) A yearly written evaluation by supervisors.

[NAME OF INSTITUTION]

FACULTY SALARY SCHEDULE 1971-72

B. SALARY SCHEDULE

| Steps | Schedule A | Schedule B | Schedule C | Schedule D |
|---|---|---|---|---|
| 0 | 8300.00 | | | |
| 1 | 8822.90 | | | |
| 2 | 9345.80 | 9868.70 | | |
| 3 | 9868.70 | 10391.60 | | |
| 4 | 10391.60 | 10806.60 | 11570.20 | |
| 5 | | 11221.60 | 11985.20 | |
| 6 | | 11636.60 | 12400.20 | 13437.70 |
| 7 | | 12051.60 | 12707.30 | 13744.80 |
| 8 | | | 13014.40 | 14051.90 |
| 9 | | | 13321.50 | 14359.00 |
| 10 | | | 13628.60 | 14666.10 |
| 11 | | | 13935.70 | 14973.20 |
| 12 | | | 14242.80 | 15280.30 |
| 13 | | | 14549.90 | 15587.40 |
| 14 | | | | 15894.50 |

**SALARY SCHEDULE OF A PUBLIC 2-YEAR COLLEGE WHICH ENROLLS 1,750 STUDENTS**

[NAME OF INSTITUTION] SALARY SCHEDULE (1971-72)

| Step | MA | MA+5 | MA+10 | MA+15 | MA+20 | MA+25 | MA+30 |
|---|---|---|---|---|---|---|---|
| 1 | 7,500 | 7,650 | 7,800 | 7,950 | 8,100 | 8,250 | 8,400 |
| 2 | 7,950 | 8,100 | 8,250 | 8,400 | 8,550 | 8,700 | 8,850 |
| 3 | 8,400 | 8,550 | 8,700 | 8,850 | 9,000 | 9,150 | 9,300 |
| 4 | 8,850 | 9,000 | 9,150 | 9,300 | 9,450 | 9,600 | 9,750 |
| 5 | 9,300 | 9,450 | 9,600 | 9,750 | 9,900 | 10,050 | 10,200 |
| 6 | 9,675 | 9,825 | 9,975 | 10,125 | 10,275 | 10,425 | 10,575 |
| 7 | 10,050 | 10,200 | 10,350 | 10,500 | 10,650 | 10,800 | 10,950 |
| 8 | 10,425 | 10,575 | 10,725 | 10,875 | 11,025 | 11,175 | 11,325 |
| 9 | ... | ... | ... | 11,250 | 11,400 | 11,550 | 11,700 |
| 10 | ... | ... | ... | ... | ... | ... | 12,075 |

| Step | MA+35 | MA+40 | MA+45 | MA+50 | MA+55 | MA+60 | Ph.D. |
|---|---|---|---|---|---|---|---|
| 1 | 8,550 | 8,700 | 8,850 | 9,000 | 9,150 | 9,300 | 9,750 |
| 2 | 9,000 | 9,150 | 9,300 | 9,450 | 9,600 | 9,750 | 10,200 |
| 3 | 9,450 | 9,600 | 9,750 | 9,900 | 10,050 | 10,200 | 10,650 |
| 4 | 9,900 | 10,050 | 10,200 | 10,350 | 10,500 | 10,650 | 11,100 |
| 5 | 10,350 | 10,500 | 10,650 | 10,800 | 10,950 | 11,100 | 11,550 |
| 6 | 10,725 | 10,875 | 11,025 | 11,175 | 11,325 | 11,475 | 11,925 |
| 7 | 11,100 | 11,250 | 11,400 | 11,550 | 11,700 | 11,850 | 12,300 |
| 8 | 11,475 | 11,625 | 11,775 | 11,925 | 12,075 | 12,225 | 12,675 |
| 9 | 11,850 | 12,000 | 12,150 | 12,300 | 12,450 | 12,600 | 13,050 |
| 10 | 12,225 | 12,375 | 12,525 | 12,675 | 12,825 | 12,975 | 13,425 |
| 11 | ... | ... | 12,825 | 12,975 | 13,125 | 13,275 | 13,725 |
| 12 | ... | ... | ... | ... | ... | 13,575 | 14,025 |
| 13 | ... | ... | ... | ... | ... | 13,875 | 14,325 |

## [NAME OF INSTITUTION] SALARY SCHEDULE 1971-72

The College recognizes that quality of instruction is dependent upon the quality of the faculty. Therefore, a continued endeavor is made to discover, attract and hold the best teaching talent available. Consistent with this policy, the following salary schedule is adopted, but the right is reserved to consider and modify annually the established salary schedule.

The Salary Schedule is an index schedule with the steps as indicated. The basic requirement to be on step one is a MA Degree. The base salaries are determined by multiplying the index by the base figure of $7500.00.

| Step | Index |
|---|---|
| 1 | 1.00 |
| 2 | 1.06 |
| 3 | 1.12 |
| 4 | 1.18 |
| 5 | 1.24 |
| 6 | 1.29 |
| 7 | 1.34 |
| 8 | 1.39 |
| 9 | 1.44 |
| 10 | 1.49 |
| 11 | 1.53 |
| 12 | 1.57 |
| 13 | 1.61 |

*I. Placement on the Salary Schedule*

Credit for prior experience. An incoming employee will receive one step for each year of experience up to three years. Credit beyond three years is one step for each two years up to a maximum of six steps. Fractional parts will not be counted.

*II. Professional Growth Increments*

a. Instructors will be granted 2.0% of the base salary for each five (5) hours of acceptable credit above the MA degree to a maximum of 60 hours.

b. An instructor whose Master's degree was or is received after he has already completed more than 40 graduate hours in education and/or his teaching field(s) may receive 2.0% for each 5 hours above 40 taken before receiving the Master's degree as well as all approved hours after receiving the MA degree.

c. Graduate courses in the major teaching area will be credited automatically provided an official transcript is furnished indicating satisfactory completion. Prior approval must be obtained before credit can be granted for under-graduate courses, and courses taken outside the major teaching area or for any nonacademic type of activity. This approval will be obtained by recommendation from the evaluation committee to the President. (All courses taken to move to a higher salary on the schedule must be of direct value to the instructors' fields and/or non-teaching assignments.

d. All instructors with an earned doctorate shall receive an amount equal to 30% of the master's base salary.

e. All work must be completed and evidence on file with the Dean of Instruction by September 1 of the contract year to be acceptable on the salary schedule.

*III. Advancement Through the Schedule After Employment*

a. An employee shall be advanced through the steps of the salary schedule at the rate of one step for each year of service in the performance of his assigned duties. Advancement is subject to the following restrictions and exceptions:

1. Steps allowed on the schedule are as follows:

| | |
|---|---|
| MA | 8 steps |
| MA+15 | 9 steps |
| MA+30 | 10 steps |
| MA+45 | 11 steps |
| MA+60 | 13 steps |
| PhD | 13 steps |

2. An employee may be advanced through the steps of the schedule provided he has completed in each 4 year period 6 semester hours of approved study or approved nonacademic credit. This credit must be completed prior to the date of the new contract year.

3. An employee on improvement leave shall continue to advance through the schedule while on leave.

4. Military service and work experience before joining the College staff will be evaluated according to its relationship to the faculty member's assignment in the College.

5. Instructors may receive credit on all steps for a reasonable number of semester hours (graduate or undergraduate) outside the teaching field if these are clearly related to non-teaching assignments (such as photography for the yearbook sponsor).

6. Instructors may receive credit for non-academic work which may be applied towards receiving an advancement on the salary schedule. This non-academic work must be directly related to the teacher's subject matter area(s) or non-teaching assignment(s). In order to receive credit, an instructor must submit in advance a description of the non-academic work for the approval of the Evaluation Committee, the President, and Board of Education. Maximum credit allowable for non-academic experience will be 15 hours.

b. The Board of Education reserves the right to hold an instructor on step when in their judgment such action is necessary.

The Board also reserves the right to advance a faculty member more than one step for exceptional teaching and service to the college.

*IV. Extra Pay for Extra Duties*

Extra duties will be compensated by the following schedule:

| | |
|---|---|
| Head football coach | 715 |
| Head baseball coach | 440 |
| Head basketball coach | 715 |
| Head track coach | 275 |
| Head tennis coach | 275 |
| Assistant coaches | 220 |
| Director of Athletics | 715 |
| Intramural Director: | |
| Men | 616 |
| Women | 308 |

| | |
|---|---|
| Marching Band Director | 440 |
| Publicity Director | 495 |
| Heads of Divisions: | |
| small (1 to 5) | 275 |
| large (6 or more) | 440 |
| Department Heads (6 or more instructors) | 275 |
| Director of Performing Arts | 440 |
| Director of Choral Music | 275 |

## SALARY SCHEDULE OF A PUBLIC COMMUNITY COLLEGE WHICH ENROLLS 3,450 STUDENTS

### [NAME AND ADDRESS OF THE INSTITUTION]

### 1971-1972 SALARY PROGRAM

#### The Objectives

An effective salary program should:

1. Attract and retain personnel who combine a mastery of their field with competency in teaching or related activities.

   [Name of Institution] seeks to hire and to retain instructors who are thoroughly conversant with their discipline of knowledge, and who have demonstrated an ability to communicate the quest of this knowledge to their students. Success is directly associated with two factors:

   a. the economic resources of the institution.

   b. the administrative skills which the institution can mobilize for allocation of these resources.

2. Be competitive with other institutions recruiting similar personnel.

   In order to attract and retain the type of staff essential for educational excellence, it is necessary that compensation be designed to take into account the diverse needs of the college, as well as the highly competitive nature of community college staffing.

   It is essential that a comprehensive community college employ a staff with a wide range of professional and technical training and background. Therefore, it is important that consideration be given to a variety of previous experience. To secure the wide variety of personnel needed, all sources of supply should be considered. In addition to local sources, procedures for an effective nation-wide program of recruitment should be established.

   In order to be competitive with other institutions, it is vital that not only salary be a consideration, but that there be a flexible academic climate where there is freedom to explore, innovate and develop new programs.

3. Stimulate professional growth.

   This statement has three implications:

   a. professional growth as an instructor.

   b. professional growth as a member of a discipline.

   c. professional growth as a member of the college staff.

The first has to do with the effectiveness of the instructor in decreasing the distance between his discipline and his students. The instructor should therefore try to acquire a reasonably accurate picture of the culture of the students with whom he deals. He must constantly explore new techniques of teaching effectively.

The second and third imply a continuing familiarity with changes taking place within the discipline. This includes such things as attendance at professional conferences, contact with other individuals in the same field, etc. It may also include publication of articles and research.

4. Provide a common base for computing salaries.

[Name of Institution] wishes to avoid the occurrence of salary program inequities which could be divisive, instead of promoting a feeling of cooperation and unification where an individual feels his efforts are adequately compensated in relation to the efforts of others. This would preclude the possibility of disproportionate change in one element of a salary program.

## SALARY PROGRAM FOR ONE HALF TIME OR MORE CONTRACTED FACULTY

1. Placement Requirements

a. Classification

(1) Classification A—Must meet one of the following requirements:

(a) Master's degree.

(b) Bachelor's degree plus three years relevant experience.

(c) Journeyman certificate plus six years in the trade or occupation.

(d) Ten years of experience in the trade or occupation in which the person will teach.

(2) Classification B—Must meet the requirements for Classification A and one of the following:

(a) Four years of relevant experience beyond those used above in section (b), (c), or (d) under Classification A. Two of these four years must be teaching experience.*

(b) Earned doctorate and two years of teaching experience.*

(3) Classification C—Not used for initial placement (see Advancement).

(4) Faculty who do not meet minimum requirements of Classification A shall be paid 90 percent of the appropriate step in Classification A.

b. Experience Credit

(1) Initial placement on the salary schedule will be on the step (see appendix A) corresponding to the number of years' relevant experience; initial placement shall not be beyond the tenth step.

(2) Additional experience beyond those used above in sections (b), (c), or (d) under Classification A will be evaluated to determine the step and classification at which the individual will be placed.

(3) The relevancy of experience will be evaluated by the office of the President or his designee, subject to review by a representative of the Professional Association.

*That is, teaching experience for a teaching position; counseling experience for a counseling position; librarian experience for a librarian position.

(4) A maximum of two years military experience will be considered relevant; six to eighteen months military experience will count as one year, over eighteen months will count as two years.

(5) Teaching or research assistantships will not be given experience credit.

(6) From one-half to one and one-half-years (academic or calendar, whichever is appropriate) will constitute one year of relevant experience credit.

(7) Only one year of experience credit may be gained in any one calendar year.

2. Increments

a. In recognition of teaching effectiveness, one step will be awarded annually, within the classification. An increment may be withheld if the employee is notified in writing by the President prior to March 1. The reasons for withholding the increment must be included in this notification.

b. Only four increments may be granted in Classification A.

c. An increment may be granted only to faculty who have at least a one-half time contract.

3. Advancement

a. Eligibility

(1) With a Master's Degree (or equivalent if not Master's Degree), a person is eligible to petition for advancement from Classification A to Classification B, after two years in Classification A.

(2) A person is eligible to petition for advancement from Classification B to Classification C after four years of teaching experience at [Name of Institution], at least two of which are in Classification B. Classification C is limited to full-time contracted personnel.

b. Procedures

(1) A petition for advancement may be initiated by the individual, department chairman, division chairman or Dean of Instruction

(2) Petitions for advancement shall be submitted to the Chairman of the Advancement Committee not later than February 1.

(3) The Advancement Committee shall decide by March 1 which faculty members will be advanced.

(4) Both increment and advancement will not be granted in one college year.

(5) The individual shall receive written notification of the advancement committee's decision.

If he is refused advancement, for reasons of failure to meet the criteria for advancement, then suggestions to guide the individual in improving himself shall accompany the notification. Every individual shall have the right to appeal the decision of the advancement committee to the college president. Upon receipt of the employee's written complaint, the president shall arrange to meet with the employee and the advancement committee which denied the advancement. The president or his designee in his absence shall make his decision within one week after receipt of the appeal. The employee shall have one week following receipt of the president's decision to take step 4 of the grievance procedure outlined in the Faculty Handbook.

c. The Advancement Committee

The advancement committee shall be comprised of: the Dean of Instruction; the chairman of the division involved; three elected faculty members, no more than one from a division. The term for faculty members shall be two years. Initially, one member will be elected for one year, to stagger membership changes. Faculty members eligible for advancement may not serve on the advancement committee. If a division chairman is being evaluated, other members of the advancement committee will designate an alternate to serve on the advancement committee.

For the evaluation of library-media personnel, the Associate Dean of Instruction: Learning Resources will replace the division chairman on the advancement committee.

For the evaluation of student services personnel, the Dean of Student Services will replace the Dean of Instruction, and the Associate Dean for Counseling Services will replace the division chairman on the advancement committee.

d. Criteria

(1) Criteria for advancement are: teaching effectiveness; involvement in the total college program, professional advancement.

(2) The advancement committee shall approve petitions for advancement where evidence of meeting the criteria for advancement is shown. This evidence may be:

(a) Recommendations of colleagues
(b) Other recommendations
(c) Participation in total college program
(d) Teaching innovations
(e) Advanced study
(f) Publications
(g) Community services
(h) Student questionnaires
(i) Participation in professional societies
(j) Etc.

(3) The advancement committee shall keep in mind that:

(a) the above evidence for advancement is intended as suggestions, not requirements.

(b) the lack of one or several areas does not indicate absence of effective teaching.

4. Extended Contract

Remuneration for extended assignments at the same level of responsibility will be at the same daily rate as the regular contract. The daily rate is computed by dividing the individual's total contract amount by the number of contract days. No contract may exceed 220 days total, including extended assignments.

5. General Information

a. No full-time employee of [Name of Institution] of the 1970-1971 year shall suffer a reduction in salary due to the adoption of this salary program.

b. Extra-curricular responsibilities shall be a part of the full-time assignment and shall not require extra compensation.

c. Because the college may at times have specific staff needs in instructional areas where there is a very limited selection of skilled talent available, it is imperative that the authority to waive some experience or educational requirements be allowed. To preserve the integrity of the salary schedule in consideration of staff morale, the authority to deviate from the established salary schedule must be used with caution. The president is the only person that has the authority to deviate from this salary program.

6. $8,200 is the base for the salary index for 1971-1972. (See Appendix B)

7. Group Insurances: Medical, Hospital, Life, Accident and Salary Continuance

[Name of Institution] contributes $15 per month per staff member towards the cost of any one or more of the group insurance plans available. To be eligible for this benefit, the individual must be contracted at least half-time.

Appendix A

SALARY INDEX FOR 1971-1972

| Classification | A | B | C |
|---|---|---|---|
| Step 0 | 1.00 | | |
| 1 | 1.05 | 1.13 | |
| 2 | 1.10 | 1.21 | 1.30 |
| 3 | 1.15 | 1.29 | 1.40 |
| 4 | 1.20 | 1.37 | 1.50 |
| 5 | 1.25 | 1.43 | 1.60 |
| 6 | 1.28 | 1.49 | 1.68 |
| 7 | 1.31 | 1.55 | 1.76 |
| 8 | 1.34 | 1.61 | 1.84 |
| 9 | 1.37 | 1.67 | 1.92 |
| 10 | 1.40 | 1.73 | 2.00 |
| 11 | | 1.79 | 2.08 |
| 12 | | | 2.16 |
| 13 | | | 2.24 |

Appendix B

SALARY INDEX FOR 1971-1972

| Classification | A | B | C |
|---|---|---|---|
| Step 0 | 8,200 | | |
| 1 | 8,610 | 9,266 | |
| 2 | 9,020 | 9,922 | 10,660 |
| 3 | 9,430 | 10,578 | 11,480 |
| 4 | 9,840 | 11,234 | 12,300 |
| 5 | 10,250 | 11,726 | 13,120 |
| 6 | 10,496 | 12,218 | 13,776 |
| 7 | 10,742 | 12,710 | 14,432 |
| 8 | 10,988 | 13,202 | 15,088 |
| 9 | 11,234 | 13,694 | 15,744 |
| 10 | 11,480 | 14,186 | 16,400 |
| 11 | | 14,678 | 17,056 |
| 12 | | | 17,712 |
| 13 | | | 18,368 |

## SALARY SCHEDULE OF A PUBLIC JUNIOR COLLEGE DISTRICT WHICH ENROLLS 16,700 STUDENTS ON TWO CAMPUSES

### [NAME OF THE JUNIOR COLLEGE DISTRICT] SALARY SCHEDULE POLICY

**BOARD POLICY NO. 67–1**
**As amended April 20, 1967**

On Thursday, April 20, 1967, the Board of Trustees of the [Name of the Junior College District] amended Policy Bulletin No. 61–1. The policy pertaining to the implementation of the salary schedule for teachers of the District is stated below:

The salary schedule incorporates the factors of CLASS, RANK, STEP, and RANGE within the CLASS and RANK. It is for full-time teachers for nine (9) months. This policy does not apply to part-time teachers.

CLASS

I. Bachelor's degree or equivalent professional experience.
II. Master's degree, equivalent professional degree; e.g., LL.B.; five-year professional degree in architecture; or a bachelor's degree and three or more years experience in a technical field.
III. Master's degree plus twenty-four semester hours in teaching field toward a doctoral degree.
IV. Master's degree plus forty-eight hours in teaching field toward a doctoral degree.
V. Earned doctoral degree; e.g., Ph.D., D.Ed., D.Sc., M.D.

RANK

Instructor, Junior Librarian; Assistant Professor, Assistant Librarian; Associate Professor, Associate Librarian; and Professor, Librarian. Rank is earned on the basis of education, years of service, and merit ratings. The rank of Professor is reserved for the most outstanding members of the staff. As a general rule, only personnel who have the *earned* doctoral degree and have demonstrated outstanding ability and service will be promoted to the rank of Professor. Any exception to this policy will be by special action of the Board of Trustees because of unique and/or noteworthy contribution to junior college education.

STEP

A step indicates the normal progress from one year to the next within a given class or rank. However, for valid reasons a person may be retained in any given step by Board action.

RANGE

There is included in the schedule a RANGE of salary within each category. This principle is incorporated in the schedule in order to provide for the rewarding of Merit, or any other situation wherein the Board of Trustees should desire to give special consideration or compensation to the teaching staff or library staff.

MERIT RATING

As indicated in the subsections (RANK, RANGE) above, the merit factor is incorporated. Staff members are rated by the Departmental or Division Chairmen and/or the Deans of the Colleges. These ratings are significant factors in determining the rank and the amount of the salary within each range bracket. The following factors are some of the items considered in the rating of staff members:

1. Health and personal appearance.
2. Dependability and punctuality.
3. Integrity.
4. Loyalty to the college and its program.
5. Interest manifested in individual students and in the college.
6. Cooperative attitude and willingness to take suggestions.
7. Scholarship and professional growth.

8. Initiative and leadership.
9. Community citizenship.
10. Effective teaching as evidenced by student growth.

EXPLANATION OF SALARY SCHEDULE

Unless a teacher is promoted from one rank to a higher one, he will reach the top of the Instructor rank in eight (8) years; the top of Assistant Professor rank in ten (10) years; and the top of the Associate Professor rank in fourteen (14) years. The top of the Professor rank is seventeen (17) years.

In order to maintain any professional rank, a staff member must demonstrate an interest in his profession and in the promotion of better teaching evidenced by continuous professional growth, membership in professional organizations, further training, publications, and similar evidences of improvement.

Faculty members who teach in the academic curriculum and who lack the minimum requirements of a graduate major in their teaching fields, must make continuous progress toward meeting such requirements. Effective September 1, 1961, such teachers must earn at least six (6) semester hours of graduate work a year in their subject-matter teaching field until they have complied with the minimum requirements. No further salary increments shall be approved for such teachers until the minimum requirements have been met. Unsatisfactory progress toward meeting the minimum requirements may result in reduction in rank or other official action.

To be eligible for consideration for promotion above the rank of Assistant Professor, a teacher must have earned a minimum of thirty (30) semester hours of graduate work in his teaching field.

AMENDMENT OF SALARY SCHEDULE

The salary schedule may be altered, revised or changed at any time by subsequent action of the Board of Trustees.

[NAME OF THE JUNIOR COLLEGE DISTRICT]

SALARY SCHEDULE

For Nine (9) Months, Effective September 1, 1969

(Salaries expressed in hundreds—zeroes omitted.)

| Years | Step | INSTRUCTOR or JUNIOR LIBRARIAN I. | II. | III. | IV. | V. |
|---|---|---|---|---|---|---|
| 1. | 1. | 52-64 | 63-79 | 68-85 | 74-87 | 80-93 |
| 2. | 2. | 56-66 | 66-80 | 72-87 | 76-39 | 82-95 |
| 3. | 3. | 58-68 | 69-82 | 76-89 | 78-91 | 84-97 |
| 4. | 4. | 60-72 | 72-84 | 78-90 | 80-93 | 86-98 |
| 5. | 5. | 62-74 | 74-86 | 80-90 | 82-95 | 88-98 |
| 6. | 6. | 64-74 | 77-88 | 82-90 | 84-95 | 90-100 |
| 7. | 7. | 66-74 | 79-90 | 84-90 | 84-95 | 92-100 |
| 8. | 8. | 68-74 | 81-90 | 83-92 | 86-95 | 94-100 |
| 9. | | | | | | |
| 10. | | | | | | |
| 11. | | | | | | |
| 12. | | | | | | |
| 13. | | | | | | |
| 14. | | | | | | |
| 15. | | | | | | |
| 16. | | | | | | |
| 17. | | | | | | |

| Step | ASSISTANT PROFESSOR or ASSISTANT LIBRARIAN I. | II. | III. | IV. | V. |
|---|---|---|---|---|---|
| 1. | 60-72 | 78-92 | 80-97 | 82-102 | 86-105 |
| 2. | 62-74 | 80-94 | 82-99 | 84-104 | 88-107 |
| 3. | 64-76 | 82-96 | 84-101 | 86-106 | 90-109 |
| 4. | 66-78 | 84-98 | 86-103 | 88-108 | 92-111 |
| 5. | 68-78 | 86-100 | 88-105 | 90-110 | 94-113 |
| 6. | 70-80 | 88-102 | 90-105 | 92-112 | 96-115 |
| 7. | 72-80 | 90-102 | 92-105 | 94-113 | 98-117 |
| 8. | 74-80 | 92-102 | 92-105 | 96-113 | 100-119 |

| Step | ASSOCIATE PROFESSOR or ASSOCIATE LIBRARIAN II. | III. | IV. | V. |
|---|---|---|---|---|
| 1. | 84-103 | 86-110 | 90-114 | 94-117 |
| 2. | 86-105 | 88-112 | 91-116 | 96-119 |
| 3. | 88-107 | 90-114 | 94-118 | 98-121 |
| 4. | 90-109 | 92-116 | 96-120 | 100-123 |
| 5. | 92-109 | 94-118 | 98-122 | 102-125 |
| 6. | 94-109 | 96-120 | 100-124 | 104-127 |
| 7. | 96-109 | 98-120 | 102-126 | 106-129 |
| 8. | 98-109 | 100-120 | 104-126 | 108-129 |

| Step | PROFESSOR or LIBRARIAN II. | III. | IV. | V. |
|---|---|---|---|---|
| 1. | 90-109 | 94-116 | 96-120 | 100-137 |
| 2. | 92-109 | 96-118 | 98-122 | 102-140 |
| 3. | 94-110 | 98-120 | 100-124 | 104-143 |
| 4. | 96-110 | 100-120 | 102-126 | 106-148 |
| 5. | 98-110 | 102-120 | 104-128 | 108-151 |
| 6. | 100-110 | 104-120 | 106-130 | 110-156 |
| 7. | 102-110 | 106-120 | 108-130 | 112-160 |
| 8. | | | | 114-163 |

Adopted February 21, 1969



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